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ABSTRACT

This study presents comparative data collected from 85 state-supported universities or university systems in 45 states, and 35 university systems representing 28 states on the administrative salaries they paid in 1993-94. The salaries are presented in rank-order (from highest to lowest) to facilitate comparisons of a particular position's salary with the same position at other universities. Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and functions range from that of the director of a single office to the university president. Statistical data, comprising nearly the entire report, are divided into three main sections. The first section provides the ranking of salaries paid among all participating universities, including the average for those salaries paid at institutions belonging to the National Association of State Universities and Land-Grant Colleges. The second section is a series of tables showing the salaries paid among the 85 participating institutions first presented overall and then by the nine regions defined by the Equal Employment Opportunity Commission. The report's final section is a table of salaries paid to the university system officers. (GLR)

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TWENTY-SEVENTH ANNUAL
RANK-ORDER DISTRIBUTION
OF
ADMINISTRATIVE SALARIES
PAID
1993-94

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF EIGHTY-FIVE STATE-SUPPORTED UNIVERSITIES
REPRESENTING FORTY-FIVE STATES
AND THIRTY-FIVE UNIVERSITY SYSTEMS
REPRESENTING TWENTY-EIGHT STATES

OFFICE OF INSTITUTIONAL RESEARCH
UNIVERSITY OF ARKANSAS
February, 1994

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES INTRODUCTION

This study is the **twenty-seventh** annual administrative salary survey conducted by the Office of Institutional Research of the University of Arkansas. The Universities invited to participate comprise a representative group of the larger public doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position is fewer than three, the responses are omitted from this study.

The salaries are distributed in rank-order to facilitate comparisons of a participant's relative standing with other universities. Each university can identify its own salary for a given position and find its rank. A salary enclosed in a parentheses identifies that individual salary as being paid for someone filling dual functions. Salaries within the parentheses are included in each positions averages. Only one reported salary from an institution is reported per position.

Salaries in Table I maybe coded with an asterisk. The asterisk indicates that salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I includes an average for those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries reported.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and functions range from that of the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of the returned salary data, with few exceptions, exactly as reported by the responding institutions.

The primary purpose of this study has always been to provide comparable and comprehensive information in a manner that will be useful to participants. The University of Arkansas' office of Institutional Research wishes to thank all respondents for participating.

3/94 JED

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred and six universities in forty-seven states. From this group, replies were received from eighty-five institutions in forty-five states.

Salaries in this section may be printed with an asterisk. This asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Two average salaries are printed after each position's rank order of salaries. An average salary for those institutions belonging to NASULGC is calculated, and the average salary for all of the institutions represented is also included.

TABLE II

The second section is a series of tables showing the salaries paid among the eighty-five participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined as are the San Francisco and Seattle Regions). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to the university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-eight university systems in thirty states, and replies were received from thirty-five university systems in twenty-eight states.

2/21/94 JED

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID 1993-94

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TABLE I

1

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE
SALARIES PAID AMONG EIGHTY-FIVE UNIVERSITIES
IN FORTY-FIVE STATES

This table summarizes the data for eighty-five Universities in forty-five states. For making these data available, the University of Arkansas is grateful to the following universities:

*Auburn University	*State University of New York
Ball State University	- Buffalo
*Clemson University	*State University of New York
College of William and Mary	- Stony Brook
*Grad School & University	*Temple University
Center of New York City	*Texas A & M University
*Colorado State University	*Texas Tech University
*Florida State University	Texas Woman's University
Georgia Institute of	University of Akron
Technology	*University of Alabama
Georgia State University	*University of Alabama -
*Indiana University -	Birmingham
Bloomington	*University of Arizona
*Iowa State University of	*University of Arkansas
Science and Technology	*University of Cincinnati
*Kansas State University	*University of Connecticut
*Louisiana State University	*University of Delaware
and A & M College	*University of Florida
*Memphis State University	*University of Georgia
*Miami University	*University of Hawaii -
*Michigan State University	Manoa
*Mississippi State University	*University of Houston
*Montana State University	*University of Idaho
*New Mexico State University	*University of Illinois
*North Carolina State	- Chicago
University - Raleigh	*University of Illinois
*North Dakota State University	- Urbana-Champaign
Northern Illinois University	*University of Kansas -
*Ohio State University	Lawrence
*Oklahoma State University	*University of Kentucky
*Southern Illinois University	*University of Louisville
at Carbondale	*University of Maine
*State University of New York	*University of Maryland at
- Binghamton	College Park

continued

* Member of National Association of State Universities and Land-Grant Colleges.

*University of Massachusetts - Amherst	*University of South Florida
*University of Michigan	University of Southern Mississippi
*University of Minnesota - Twin Cities	*University of Tennessee at Knoxville
*University of Mississippi	*University of Toledo
*University of Missouri - Columbia	*University of Utah
*University of Montana	*University of Vermont
*University of Nebraska - Lincoln	*University of Virginia
*University of Nevada - Reno	*University of Wisconsin at Madison
*University of New Hampshire	*University of Wisconsin at Milwaukee
*University of New Mexico	*University of Wyoming
*University of North Carolina - Chapel Hill	*Utah State University
*University of North Texas	Virginia Commonwealth University
University of Northern Colorado	*Virginia Polytechnic Institute and State University
*University of Oklahoma	*Washington State University
*University of Oregon	*West Virginia University
*University of Rhode Island	Western Michigan University
*University of South Carolina	

* Member of National Association of State Universities and Land-Grant Colleges.

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM
OF MULTI-CAMPUSES

RANK	SALARY
1	214,564 *
2	190,000 *
3	166,400 *
4	160,476 *
5	152,880 *
6	152,300 *
7	145,980 *
8	142,000 *
9	141,500 *
10	138,213 *
11	137,979 *
12	130,000 *
13	128,760 *
14	124,699 *
15	102,000 *

AVERAGE "x" 148,517

AVERAGE ALL 148,517

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	263,000 *
2	206,070 *
3	197,220 *
4	191,500 *
5	180,000 *
6	176,750 *
7	175,000 *
8	170,170 *
9	169,000 *
10	165,500 *
11	165,000 *
12	162,690 *
13	158,100 *
14	156,046 *
15	155,059 *
16	155,000 *
17	153,000 *
18	152,003 *
19	151,960 *
20	151,470 *
21	151,050 *
22	150,632
23	150,632 *

RANK	SALARY
24	150,632 *
25	150,000 *
26	150,000 *
27	150,000 *
28	149,997 *
29	148,500 *
30	147,800 *
31	145,193
32	144,638
33	143,377 *
34	141,284 *
35	141,043
36	139,126 *
37	139,125 *
38	138,600
39	137,320 *
40	136,220 *
41	136,061 *
42	135,370 *
43	135,000
44	133,650 *
45	133,400
46	132,160 *
47	131,870 *
48	129,842 *
49	129,376 *
50	126,360 *
51	126,000 *
52	125,000
53	125,000 *
54	125,000 *
55	123,165 *
56	121,212 *
57	121,050 *
58	120,273 *
59	119,940 *
60	119,500 *
61	118,725 *
62	116,964 *
63	116,604
64	115,584 *
65	106,440 *
66	102,000
67	102,000 *
68	99,653 *
69	96,699 *
70	96,699 *

AVERAGE "x" 144,137

AVERAGE ALL 142,576

ADMINISTRATIVE OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

RANK	SALARY
1	130,008 *
2	(121,349)*
3	104,889 *
4	102,386 *
5	100,470
6	98,275 *
7	96,956 *
8	92,244
9	75,000 *
10	(62,634)*

AVERAGE "x" 98,937

AVERAGE ALL 98,421

ADMINISTRATIVE OFFICERS:
EXECUTIVE VICE
PRESIDENT

RANK	SALARY
1	160,000 *
2	150,000 *
3	139,886 *
4	137,190
5	126,504 *
6	118,484 *
7	115,323 *
8	105,000
9	104,564 *
10	(100,500)*
11	83,172 *

AVERAGE "x" 122,048

AVERAGE ALL 121,875

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT

RANK	SALARY
1	158,000 *
2	124,785 *
3	122,500
4	120,750 *
5	116,722 *
6	103,100 *
7	(100,500)*

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT

RANK	SALARY
(CONTINUED)	
8	100,000 *
9	100,000 *
10	100,000 *
11	99,712 *
12	98,975 *
13	97,583 *
14	95,000 *
15	94,098 *
16	93,531 *
17	93,096 *
18	86,300 *
19	85,000 *
20	83,500 *
21	82,430 *
22	75,300 *
23	72,500 *

AVERAGE "x" 99,639

AVERAGE ALL 100,147

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	147,030 *
2	113,000 *
3	105,322 *
4	99,200 *
5	98,779 *
6	91,700 *
7	90,000 *
8	87,666 *
9	87,600 *
10	87,593 *
11	87,072 *
12	86,500 *
13	86,000 *
14	85,392 *
15	84,400 *
16	84,200 *
17	83,455 *
18	82,600 *
19	81,702 *
20	80,700 *
21	80,325 *

RANK	SALARY
22	80,160 *
23	80,000 *
24	79,898 *
25	76,000 *
26	75,000 *
27	74,300 *
28	72,100 *
29	71,900 *
30	66,300 *
31	66,200 *
32	65,678 *
33	64,640 *
34	64,436 *
35	64,000 *
36	62,938 *
37	62,400 *
38	62,200 *
39	60,667 *
40	59,500 *
41	57,690 *
42	56,040 *
43	55,558 *
44	54,681 *
45	53,407 *
46	52,151 *
47	51,640 *
48	51,500 *
49	51,168 *
50	50,112 *
51	50,000 *
52	49,317 *
53	49,000 *
54	44,437 *
55	31,300 *

AVERAGE "x" 71,692

AVERAGE ALL 72,665

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
HEALTH

RANK	SALARY
1	390,000 *
2	318,270 *
3	267,782 *
4	253,843 *
5	230,000 *
6	211,397 *
7	196,000 *
8	185,000 *

RANK	SALARY
9	(177,084) *
10	175,206 *
11	171,500 *
12	137,000 *

AVERAGE "x" 229,826

AVERAGE ALL 226,090

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
INFORMATION MANAGEMENT

RANK	SALARY
1	163,000 *
2	144,500 *
3	132,900 *
4	125,000 *
5	117,222 *
6	116,500 *
7	112,257 *
8	111,300 *
9	102,300 *
10	100,000 *
11	96,748 *
12	91,700 *
13	91,188 *
14	89,030 *
15	85,500 *
16	82,080 *
17	79,284 *

AVERAGE "x" 109,201

AVERAGE ALL 108,265

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	117,250 *
2	110,000 *
3	109,658 *
4	109,500 *
5	109,080 *
6	100,920 *
7	100,529 *
8	100,110 *
9	99,000 *
10	97,872 *
11	96,180 *

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
(CONTINUED)	
12	96,100
13	93,875 *
14	93,700 *
15	93,000 *
16	91,749 *
17	91,057 *
18	90,582 *
19	90,407 *
20	87,940 *
21	86,700 *
22	85,000 *
23	84,672 *
24	82,068 *
25	81,945
26	80,966 *
27	80,870 *
28	80,850 *
29	80,000 *
30	80,000
31	79,955 *
32	79,695
33	79,568 *
34	79,008 *
35	79,000 *
36	78,216 *
37	77,691 *
38	77,530 *
39	77,500 *
40	77,200 *
41	76,008 *
42	75,119 *
43	75,000 *
44	74,500 *
45	74,479 *
46	74,230 *
47	71,500 *
48	70,392 *
49	69,998 *
50	69,440 *
51	69,000 *
52	67,785 *
53	67,673 *
54	67,070
55	65,136 *
56	64,000 *
57	63,500
58	63,206

RANK	SALARY
59	62,280
60	59,245
61	58,632
62	53,724 *
63	52,200 *
64	50,895 *
65	40,000 *

AVERAGE "x" 82,005

AVERAGE ALL 80,338

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	95,100 *
2	91,700 *
3	85,587 *
4	85,410 *
5	85,000 *
6	81,478 *
7	79,850 *
8	79,000 *
9	76,800 *
10	76,523 *
11	76,000 *
12	75,600 *
13	74,778 *
14	74,300 *
15	72,800 *
16	72,056 *
17	72,000 *
18	(72,000)*
19	71,000 *
20	70,403
21	70,400 *
22	70,298 *
23	69,010 *
24	69,000 *
25	69,000 *
26	68,884 *
27	67,920
28	67,500 *
29	66,000
30	66,000 *
31	65,500 *
32	64,460
33	62,566 *
34	62,500 *
35	61,767 *

RANK	SALARY
36	61,700
37	60,965 *
38	60,700
39	60,000 *
40	60,000 *
41	59,700 *
42	59,500 *
43	59,400 *
44	59,000 *
45	58,860 *
46	58,686 *
47	58,128 *
48	58,115 *
49	57,863 *
50	55,500 *
51	55,000 *
52	55,000
53	55,000 *
54	54,100 *
55	54,060 *
56	52,530 *
57	52,500 *
58	52,300 *
59	50,100 *
60	49,674 *
61	48,000 *
62	47,802
63	47,750 *
64	47,454 *
65	45,048 *
66	44,240 *
67	44,189 *
68	43,125 *
69	40,596 *
70	40,323 *
71	40,000 *
72	39,240 *
73	32,200 *
74	23,480 *

AVERAGE "x" 61,758

AVERAGE ALL 61,757

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	(121,349)*
2	86,147 *
3	83,602 *

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
(CONTINUED)	
4	81,000 *
5	80,300 *
6	75,000 *
7	74,100 *
8	72,170 *
9	72,100 *
10	71,580 *
11	71,400 *
12	71,070 *
13	70,600 *
14	69,500 *
15	69,396
16	69,323 *
17	67,830 *
18	67,219 *
19	67,053 *
20	67,000 *
21	66,500 *
22	66,467 *
23	66,194 *
24	64,500 *
25	63,999 *
26	63,697 *
27	63,360 *
28	(62,634) *
29	62,500
30	62,500 *
31	62,400 *
32	62,236 *
33	61,750 *
34	61,610 *
35	61,137 *
36	60,900
37	60,421 *
38	60,401 *
39	60,363 *
40	60,024 *
41	60,000 *
42	59,885 *
43	58,600
44	58,456 *
45	58,344 *
46	56,800
47	56,254 *
48	56,000
49	55,962 *
50	55,700 *

RANK	SALARY
51	55,000 *
52	54,723 *
53	53,372 *
54	53,202 *
55	52,500 *
56	49,935 *
57	49,085 *
58	48,979
59	48,750
60	45,364 *
61	44,916
62	44,822 *
63	44,748 *
64	44,220 *
65	43,600 *
66	41,516

AVERAGE "x" 63,638

AVERAGE ALL 62,304

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	165,250 *
2	118,782 *
3	107,640 *
4	103,200 *
5	102,000 *
6	101,118 *
7	101,000 *
8	100,246 *
9	99,580 *
10	99,085 *
11	97,000 *
12	95,000 *
13	94,940 *
14	94,940 *
15	94,000 *
16	92,700 *
17	91,785 *
18	91,133 *
19	91,056
20	89,709 *
21	89,253 *
22	88,384 *
23	87,500 *
24	86,495 *
25	82,793 *
26	82,587 *

RANK	SALARY
27	81,300 *
28	81,000
29	80,933 *
30	80,000 *
31	79,760
32	78,032 *
33	78,000 *
34	77,703 *
35	73,143
36	72,807
37	72,636 *
38	72,000 *
39	71,800 *
40	70,560 *
41	70,100 *
42	69,438 *
43	63,600 *
44	62,900 *
45	62,004
46	58,125 *
47	53,700
48	51,735
49	51,194 *
50	47,100 *
51	45,396 *
52	45,012 *
53	44,676 *

AVERAGE "x" 83,925

AVERAGE ALL 81,921

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY
1	192,042 *
2	179,050 *
3	161,004 *
4	159,650 *
5	(147,119) *
6	138,000 *
7	137,000 *
8	136,600 *
9	136,350 *
10	135,000 *
11	131,301 *
12	130,200 *
13	130,038 *
14	130,000 *
15	130,000

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY
(CONTINUED)	
16	129,664 *
17	(127,500)*
18	119,500 *
19	117,240 *
20	116,417 *
21	115,000 *
22	(115,000)
23	114,923 *
24	112,000 *
25	109,206
26	109,017 *
27	107,000 *
28	106,731 *
29	(105,830)*
30	102,483 *
31	102,335 *
32	102,000 *
33	100,980
34	100,000
35	99,159 *
36	94,884
37	94,500 *
38	93,000 *
39	90,700 *
40	83,465 *
41	76,800 *

AVERAGE "x" 121,961

AVERAGE ALL 119,968

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	172,000 *
2	162,147 *
3	153,000 *
4	151,000 *
5	150,000 *
6	147,548 *
7	(147,119)*
8	141,400 *
9	140,437 *
10	140,250 *
11	140,004 *

RANK	SALARY
12	140,000 *
13	136,100 *
14	132,500
15	132,500 *
16	131,168 *
17	130,000 *
18	130,000 *
19	128,724
20	128,192 *
21	(127,500)*
22	127,000 *
23	127,000 *
24	126,700 *
25	125,460 *
26	125,000 *
27	124,579 *
28	124,000 *
29	123,000 *
30	122,720 *
31	120,000 *
32	116,000 *
33	115,008 *
34	(115,000)
35	115,000 *
36	112,188 *
37	109,404 *
38	107,041
39	(105,830)*
40	104,445 *
41	103,387 *
42	99,999 *
43	97,113 *
44	89,077
45	87,500 *
46	85,000 *

AVERAGE "x" 126,749

AVERAGE ALL 125,414

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	134,000 *
2	116,285 *
3	115,500 *
4	115,000 *
5	113,150 *
6	110,500 *
7	110,000 *

RANK	SALARY
8	107,535 *
9	105,828 *
10	105,000 *
11	105,000 *
12	104,285 *
13	104,000
14	104,000 *
15	103,000 *
16	103,000 *
17	102,333 *
18	101,534 *
19	100,500 *
20	98,624 *
21	98,000 *
22	97,000 *
23	95,900 *
24	95,000 *
25	93,946 *
26	93,720 *
27	93,651 *
28	93,120 *
29	93,000
30	91,800 *
31	91,800 *
32	91,688 *
33	90,000 *
34	90,000
35	90,000 *
36	89,888 *
37	89,344 *
38	88,000
39	87,924 *
40	87,193 *
41	87,050 *
42	87,045 *
43	86,341 *
44	86,000
45	85,805 *
46	85,771 *
47	85,500 *
48	85,300 *
49	85,000 *
50	84,745 *
51	84,048
52	83,830 *
53	83,382 *
54	83,184 *
55	83,000 *
56	82,978
57	82,313
58	81,900 *
59	81,761 *

TABLE I (CONTINUED)

ACADEMIC OFFICERS:

DIRECTOR OF
LIBRARIES

RANK

SALARY

BUSINESS/FISCAL OFFICERS:

CONTROLLER

RANK SALARY
(CONTINUED)

60 80,628 *

61 80,580 *

62 80,542 *

63 80,340 *

64 80,070 *

65 79,686 *

66 78,097 *

67 76,411

68 75,240

69 75,000 *

70 75,000 *

71 74,476 *

72 74,000

73 73,956 *

74 72,200 *

75 70,713 *

76 68,382 *

77 63,221 *

78 62,750 *

79 60,980 *

AVERAGE ** 90,460

AVERAGE ALL 89,712

BUSINESS/FISCAL OFFICERS:

VICE PRESIDENT FOR
BUSINESS

RANK SALARY

1 186,056 *

2 178,000 *

3 139,000 *

4 136,564 *

5 131,300 *

6 130,008 *

7 127,423 *

8 127,308 *

9 124,836 *

10 124,500 *

11 123,000 *

12 122,890 *

13 120,141 *

14 120,000 *

15 119,300 *

16 118,100 *

17 117,500 *

AVERAGE ** 108,159

AVERAGE ALL 107,200

RANK SALARY

1 136,400 *

2 105,000 *

3 104,955 *

4 103,000 *

5 99,672 *

6 97,300 *

7 95,050 *

8 94,999 *

9 94,440 *

10 92,602 *

11 91,650 *

12 (90,700) *

13 90,629 *

14 90,290 *

15 89,760 *

16 88,650 *

17 86,000 *

18 83,731 *

19 83,400 *

20 81,900 *

21 81,100 *

22 81,060 *

23 80,135 *

24 80,000

25 79,950 *

26 79,600 *

27 79,500 *

28 77,677 *

29 76,362

30 75,450 *

31 75,411 *

32 75,200 *

33 73,134

34 72,400

35 71,400 *

36 71,399 *

37 70,700 *

38 70,452

39 70,020 *

40 70,000 *

41 70,000 *

42 69,985 *

43 68,173 *

44 68,000 *

45 67,498 *

46 66,898 *

47 66,800

48 66,334 *

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* = NASULGC

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
(CONTINUED)	
49	65,964 *
50	65,696 *
51	65,523 *
52	65,505 *
53	65,000 *
54	64,931
55	64,645 *
56	64,500 *
57	64,265
58	63,762 *
59	62,000 *
60	61,721 *
61	61,183 *
62	57,816
63	57,731 *
64	54,600 *
65	54,564 *
66	54,431 *
67	53,014 *
68	52,070 *
69	49,390 *

AVERAGE "*" 76,615

AVERAGE ALL 75,697

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	(105,000)*
2	99,744 *
3	95,000 *
4	(90,700)*
5	85,725 *
6	82,300 *
7	81,697 *
8	81,300 *
9	78,000 *
10	70,770 *
11	68,600 *
12	66,500 *
13	66,500
14	65,000 *
15	63,888 *
16	62,500 *

RANK	SALARY
17	61,671 *
18	61,456 *
19	60,000 *
20	57,630 *
21	56,556 *
22	55,724 *
23	54,832
24	54,632 *
25	54,400 *
26	54,022 *
27	54,000 *
28	53,880 *
29	53,758 *
30	51,640 *
31	50,213 *
32	50,095 *
33	49,308 *
34	48,294 *
35	48,015 *
36	47,969 *
37	47,901
38	47,426 *
39	47,000 *
40	44,364 *
41	43,850 *
42	43,297
43	41,148
44	40,937 *
45	40,432 *
46	37,662 *
47	36,552 *
48	35,520 *
49	33,568

AVERAGE "*" 60,319

AVERAGE ALL 58,795

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	117,980
2	(105,000)*
3	81,300 *
4	80,360 *
5	80,000 *
6	73,533
7	(70,205)*
8	67,500 *
9	67,123 *

RANK	SALARY
10	65,000 *
11	64,620 *
12	61,000
13	59,016
14	58,917 *
15	58,700
16	56,650 *
17	50,500 *
18	47,200 *
19	45,960 *
20	40,904
21	36,201 *

AVERAGE "*" 65,102

AVERAGE ALL 66,079

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	97,228 *
2	95,332 *
3	82,000 *
4	81,254 *
5	79,380 *
6	77,257 *
7	76,382 *
8	71,340 *
9	(70,205)*
10	70,001 *
11	68,340 *
12	67,000 *
13	66,504
14	66,060 *
15	66,060 *
16	65,975 *
17	65,615
18	64,690 *
19	63,605 *
20	63,000 *
21	61,346 *
22	61,250
23	60,952
24	60,600 *
25	60,000 *
26	59,940
27	59,823 *
28	59,500 *
29	58,800 *
30	58,452 *

TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
(CONTINUED)	
31	58,195 *
32	57,000 *
33	56,750 *
34	56,091 *
35	56,000 *
36	55,956 *
37	55,808 *
38	55,500 *
39	54,795 *
40	54,690 *
41	54,000 *
42	53,735 *
43	53,040 *
44	52,524 *
45	52,338 *
46	52,284 *
47	52,284 *
48	52,110 *
49	52,033 *
50	52,010 *
51	51,489 *
52	51,468 *
53	51,028 *
54	51,000 *
55	50,904 *
56	50,496 *
57	50,279 *
58	49,337 *
59	49,021 *
60	48,122 *
61	47,750 *
62	47,040 *
63	46,872 *
64	46,800 *
65	46,224 *
66	45,440 *
67	43,263 *
68	43,244 *
69	42,226 *
70	40,116 *
71	39,216 *
72	37,740 *
73	30,700 *

RANK SALARY
(CONTINUED)

AVERAGE "x" 57,880

AVERAGE ALL 57,600

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	85,133 *
2	83,000 *
3	81,923 *
4	81,542 *
5	80,500 *
6	75,000 *
7	74,950 *
8	74,400 *
9	71,622 *
10	71,000 *
11	69,300 *
12	67,447 *
13	66,016 *
14	66,000 *
15	65,200 *
16	64,140 *
17	64,000 *
18	62,939 *
19	62,300 *
20	61,456 *
21	60,624 *
22	60,288 *
23	60,000 *
24	59,100 *
25	58,254 *
26	57,286 *
27	56,527 *
28	56,500 *
29	56,294 *
30	56,200 *
31	55,871 *
32	55,800 *
33	55,548 *
34	55,200 *
35	55,120 *
36	55,000 *
37	54,811 *
38	54,253 *
39	53,560 *
40	53,491 *
41	53,160 *

RANK	SALARY
42	52,872 *
43	52,736 *
44	51,180 *
45	51,000 *
46	50,393 *
47	50,076 *
48	49,971 *
49	49,516 *
50	48,837 *
51	48,033 *
52	47,741 *
53	47,625 *
54	46,767 *
55	45,288 *
56	44,525 *
57	44,048 *
58	43,440 *
59	43,297 *
60	42,421 *
61	41,600 *
62	41,273 *
63	39,228 *
64	34,320 *
65	31,500 *
66	25,852 *

AVERAGE "x" 57,079

AVERAGE ALL 56,580

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	125,000 *
2	(121,349) *
3	121,133 *
4	95,000 *
5	94,080 *
6	92,500 *
7	92,190 *
8	89,000 *
9	84,500 *
10	82,975 *
11	82,315 *
12	80,800 *
13	80,236 *
14	80,000 *
15	80,000 *
16	77,200 *
17	77,145 *

TABLE I (CONTINUED)

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BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
(CONTINUED)	
18	77,130 *
19	77,064
20	76,300 *
21	75,850
22	74,479 *
23	74,436 *
24	74,000 *
25	71,000 *
26	70,684
27	70,190 *
28	70,300 *
29	70,000
30	69,585 *
31	69,000 *
32	68,830 *
33	68,350 *
34	68,306 *
35	68,220 *
36	67,945 *
37	67,785 *
38	66,180 *
39	65,431
40	65,252 *
41	64,860 *
42	64,504 *
43	64,092
44	62,293 *
45	61,880 *
46	61,000 *
47	60,630 *
48	60,000 *
49	58,900 *
50	57,509 *
51	57,409
52	56,315
53	55,488 *
54	55,300 *
55	54,060 *
56	53,995 *
57	53,500 *
58	53,232 *
59	51,000 *
60	49,980 *
61	49,000 *
62	48,912 *
63	46,800 *
64	46,260

RANK	SALARY
65	45,558 *
66	45,000
67	37,932 *

AVERAGE "x" 70,680

AVERAGE ALL 69,505

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	74,530 *
2	68,600 *
3	65,975 *
4	65,592 *
5	65,177 *
6	63,000 *
7	62,255 *
8	61,508 *
9	60,000 *
10	58,240
11	58,036 *
12	57,024 *
13	56,800 *
14	55,957 *
15	53,703
16	53,050 *
17	53,000 *
18	52,928 *
19	52,560 *
20	52,516 *
21	51,700 *
22	51,550 *
23	51,500
24	48,978 *
25	48,563 *
26	48,292 *
27	48,050 *
28	47,000 *
29	45,851
30	45,851 *
31	45,000 *
32	44,942 *
33	44,844 *
34	44,596 *
35	43,800 *
36	43,764
37	43,355 *
38	42,927
39	42,326 *

RANK	SALARY
40	42,230 *
41	42,000
42	41,184
43	41,166 *
44	40,855 *
45	38,928 *
46	38,368 *
47	37,500 *
48	36,672 *
49	36,483
50	35,452 *
51	33,959 *
52	33,400 *
53	33,372 *
54	31,050 *
55	29,388 *
56	28,993 *

AVERAGE "x" 48,483

AVERAGE ALL 48,113

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	150,000 *
2	115,000 *
3	110,500 *
4	99,000 *
5	97,760
6	94,300 *
7	93,000 *
8	91,464 *
9	84,850 *
10	83,740 *
11	83,208 *
12	82,951 *
13	82,633 *
14	82,591 *
15	82,028 *
16	80,600 *
17	80,360 *
18	80,000 *
19	79,188 *
20	79,000 *
21	78,527 *
22	77,300 *
23	77,200 *
24	77,100 *
25	76,819 *

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* = NASULGC

TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:

DIRECTOR OF PERSONNEL

RANK SALARY

(CONTINUED)

26	76,772
27	74,548 *
28	74,500 *
29	74,000 *
30	73,891 *
31	73,706 *
32	73,550 *
33	73,157 *
34	72,975 *
35	72,822 *
36	72,000 *
37	72,000 *
38	71,400 *
39	70,814 *
40	69,480 *
41	68,297 *
42	67,900 *
43	67,640 *
44	66,811 *
45	66,800 *
46	66,500 *
47	66,300 *
48	65,769 *
49	65,000 *
50	65,000 *
51	65,000 *
52	63,999 *
53	63,267 *
54	62,915 *
55	62,100 *
56	61,488 *
57	61,000 *
58	60,895 *
59	60,859 *
60	60,355 *
61	60,040 *
62	60,000 *
63	59,983 *
64	59,450 *
65	58,665 *
66	58,590 *
67	57,780 *
68	57,342 *
69	56,000 *
70	55,008 *
71	54,864 *
72	49,680 *

RANK

SALARY

73	46,938 *
74	46,500 *
75	45,870 *
76	41,500 *
77	41,000 *

AVERAGE "x" 72,605

AVERAGE ALL 71,581

STUDENT AFFAIRS OFFICERS:

VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK

SALARY

1	134,400 *
2	120,000 *
3	114,000 *
4	112,791 *
5	112,150 *
6	111,300 *
7	111,148 *
8	111,100 *
9	110,900 *
10	110,000 *
11	107,280 *
12	106,720 *
13	106,000 *
14	(105,528) *
15	105,500 *
16	104,660 *
17	104,235 *
18	102,310 *
19	102,000 *
20	101,500 *
21	100,899 *
22	100,760 *
23	100,373 *
24	100,225 *
25	100,000 *
26	99,800 *
27	99,273 *
28	99,086 *
29	98,036 *
30	98,025 *
31	98,000 *
32	97,000 *
33	95,718 *
34	95,600 *
35	95,250 *
36	95,000 *
37	94,910 *

RANK

SALARY

38	94,595 *
39	94,500 *
40	94,500 *
41	94,098 *
42	94,020 *
43	94,000 *
44	93,780 *
45	93,627 *
46	93,012 *
47	92,000 *
48	91,800 *
49	91,800 *
50	91,630 *
51	91,440 *
52	91,000 *
53	90,840 *
54	90,252 *
55	90,000 *
56	89,964 *
57	88,933 *
58	88,894 *
59	88,275 *
60	87,445 *
61	87,125 *
62	87,000 *
63	85,475 *
64	85,188 *
65	84,400 *
66	84,154 *
67	83,821 *
68	83,500 *
69	82,000 *
70	81,775 *
71	81,334 *
72	80,891 *
73	78,666 *
74	76,922 *
75	73,620 *
76	71,920 *

AVERAGE "x" 96,425

AVERAGE ALL 95,785

STUDENT AFFAIRS OFFICERS:

DEAN OF STUDENT
AFFAIRS

RANK

SALARY

1	101,184 *
2	100,000 *
3	90,288 *

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* = NASULGC

TABLE I (CONTINUED)

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STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
(CONTINUED)	
4	88,080 *
5	87,200
6	86,688 *
7	83,075 *
8	81,500 *
9	78,330 *
10	77,868 *
11	77,352 *
12	76,993 *
13	75,164 *
14	75,000 *
15	74,623
16	74,400 *
17	73,500 *
18	73,158 *
19	72,625 *
20	72,100 *
21	71,974 *
22	71,900 *
23	71,500 *
24	70,701 *
25	70,000 *
26	69,540 *
27	68,796 *
28	68,500 *
29	67,355 *
30	66,343
31	66,101 *
32	66,096 *
33	65,706 *
34	65,161 *
35	64,907 *
36	64,625 *
37	64,500 *
38	63,232 *
39	62,700 *
40	61,678 *
41	60,000 *
42	58,700
43	56,210
44	55,248
45	53,864 *
46	53,724 *
47	53,139
48	53,098 *
49	49,936 *
50	49,625 *

RANK	SALARY
51	48,240 *
52	47,544 *
53	44,299 *
54	40,000 *

AVERAGE "x" 68,779

AVERAGE ALL 68,224

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	125,460
2	100,329 *
3	98,853 *
4	96,881 *
5	95,800 *
6	95,500 *
7	90,245 *
8	87,782 *
9	81,340 *
10	77,634 *
11	75,520 *
12	75,192 *
13	72,504 *
14	70,100
15	68,000 *
16	65,595 *
17	65,200
18	60,000 *
19	59,976 *
20	56,900 *
21	56,039 *
22	55,806 *
23	54,251 *
24	53,893 *
25	53,840 *
26	51,412 *
27	50,000 *
28	49,480 *
29	49,464 *
30	46,900 *
31	45,053 *
32	44,430 *
33	43,350 *
34	43,264
35	42,848 *
36	42,070 *
37	37,500 *
38	37,036 *

RANK	SALARY
39	35,200 *
40	35,004 *
41	34,728 *
42	34,479 *
43	25,841 *

AVERAGE "x" 59,915

AVERAGE ALL 61,412

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	110,000 *
2	88,900 *
3	87,006 *
4	85,165 *
5	85,000 *
6	82,891 *
7	(82,404) *
8	81,764 *
9	80,800 *
10	80,017 *
11	79,560 *
12	78,924 *
13	78,000 *
14	77,343 *
15	77,070 *
16	74,496
17	74,170 *
18	73,300 *
19	73,000
20	73,000 *
21	(72,500) *
22	71,993 *
23	71,616 *
24	70,863 *
25	70,000 *
26	69,780 *
27	69,500 *
28	68,431 *
29	67,500 *
30	66,806 *
31	65,900 *
32	64,323 *
33	64,260 *
34	63,900 *
35	63,180 *
36	62,831 *
37	62,029 *

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TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
(CONTINUED)	
38	61,617 *
39	61,244 *
40	61,200
41	61,200 *
42	60,000 *
43	59,472 *
44	58,744 *
45	58,744
46	58,360 *
47	58,332 *
48	57,952 *
49	57,525 *
50	57,314
51	57,000
52	56,000 *
53	55,857 *
54	55,692 *
55	55,531
56	55,080 *
57	55,024 *
58	55,000 *
59	54,500 *
60	53,869 *
61	52,170 *
62	51,930 *
63	51,534 *
64	49,870 *
65	49,646 *
66	49,632 *
67	49,007 *
68	47,680 *
69	47,611 *
70	44,856 *
71	44,400
72	44,020
73	43,200 *
74	42,192 *
75	39,431 *
76	36,960 *
77	32,028

AVERAGE "x" 64,357

AVERAGE ALL 63,242

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	92,700 *
2	90,500 *
3	88,374 *
4	78,358 *
5	76,740
6	76,405 *
7	76,296 *
8	75,525 *
9	75,400 *
10	74,000 *
11	73,958
12	73,600 *
13	73,000 *
14	(72,500) *
15	71,575 *
16	70,474 *
17	70,332 *
18	70,200 *
19	69,935 *
20	69,564
21	68,500 *
22	68,054 *
23	68,000 *
24	66,310 *
25	66,000 *
26	66,000 *
27	65,469 *
28	64,623 *
29	64,392 *
30	64,200 *
31	64,200 *
32	62,849 *
33	62,550 *
34	62,493 *
35	62,372 *
36	62,198 *
37	61,767 *
38	61,700 *
39	61,200 *
40	61,000 *
41	60,870 *
42	60,000 *
43	59,180 *
44	58,360 *
45	56,225
46	56,200 *
47	55,715 *
48	55,097

RANK	SALARY
49	54,900
50	54,432 *
51	53,647 *
52	52,931 *
53	52,700
54	52,500 *
55	52,240 *
56	51,929 *
57	51,463
58	50,205 *
59	50,000 *
60	49,939 *
61	49,900 *
62	49,500 *
63	48,819 *
64	48,500 *
65	48,230 *
66	48,000 *
67	48,000
68	47,100 *
69	47,076 *
70	46,512 *
71	46,224
72	45,148 *
73	43,500 *
74	42,228 *
75	41,500 *
76	37,569 *

AVERAGE "x" 61,285

AVERAGE ALL 60,916

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	91,802 *
2	85,575 *
3	(82,404) *
4	78,257 *
5	77,500 *
6	75,605 *
7	74,624
8	72,100 *
9	71,120 *
10	68,337 *
11	67,800 *
12	67,020 *
13	67,015 *
14	65,900 *

* = NASULGC

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
(CONTINUED)	
15	65,820 *
16	65,720 *
17	65,675 *
18	64,500 *
19	64,408 *
20	64,350 *
21	64,010 *
22	63,952 *
23	62,400 *
24	62,380 *
25	62,235 *
26	62,200 *
27	62,000 *
28	60,984 *
29	60,859 *
30	60,023 *
31	60,000 *
32	60,000 *
33	59,455 *
34	59,450 *
35	59,088 *
36	58,169 *
37	58,000 *
38	57,687 *
39	57,348 *
40	56,905 *
41	56,517 *
42	56,027 *
43	55,709 *
44	55,692 *
45	55,636 *
46	55,603 *
47	55,536 *
48	55,500 *
49	55,482 *
50	55,100 *
51	54,954 *
52	54,809 *
53	54,493 *
54	53,834 *
55	53,469 *
56	53,040 *
57	52,500 *
58	51,508 *
59	51,500 *
60	51,492 *
61	50,348 *

RANK	SALARY
62	50,280 *
63	50,076 *
64	49,837 *
65	49,625 *
66	49,448 *
67	49,419 *
68	48,797 *
69	48,230 *
70	47,400 *
71	47,000 *
72	46,680 *
73	45,998 *
74	45,800 *
75	45,673 *
76	45,560 *
77	45,500 *
78	45,141 *
79	44,132 *
80	42,000 *
81	40,700 *

AVERAGE "X" 58,071

AVERAGE ALL 58,256

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	107,604 *
2	101,800 *
3	99,130 *
4	88,056 *
5	81,500 *
6	78,440 *
7	77,500 *
8	76,988 *
9	76,050 *
10	75,900 *
11	74,225 *
12	72,500 *
13	71,784 *
14	70,000 *
15	69,050 *
16	68,220 *
17	68,213 *
18	67,372 *
19	67,000 *
20	66,614 *
21	66,340 *
22	65,964 *

RANK	SALARY
23	65,920 *
24	64,471 *
25	64,265 *
26	63,263 *
27	62,452 *
28	62,388 *
29	62,046 *
30	61,851 *
31	61,560 *
32	61,060 *
33	60,600 *
34	60,504 *
35	60,203 *
36	60,156 *
37	60,000 *
38	59,915 *
39	59,508 *
40	59,347 *
41	58,897 *
42	58,000 *
43	57,783 *
44	57,121 *
45	57,050 *
46	56,835 *
47	56,788 *
48	56,200 *
49	56,100 *
50	55,070 *
51	55,000 *
52	54,615 *
53	54,106 *
54	54,064 *
55	53,040 *
56	53,039 *
57	52,490 *
58	52,000 *
59	51,828 *
60	51,800 *
61	51,547 *
62	51,254 *
63	51,058 *
64	51,010 *
65	51,000 *
66	50,160 *
67	50,000 *
68	48,760 *
69	47,824 *
70	47,004 *
71	46,920 *
72	46,671 *
73	46,622 *
74	44,508 *

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
(CONTINUED)	
75	44,200 *
76	43,890 *
77	41,400 *
78	40,190 *
79	36,960 *
80	36,000 *

AVERAGE "x" 60,932

AVERAGE ALL 60,357

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	176,750 *
2	148,000 *
3	141,138 *
4	137,328 *
5	120,116 *
6	116,725 *
7	114,756 *
8	110,699 *
9	109,412 *
10	109,273 *
11	108,350 *
12	107,590 *
13	107,124 *
14	106,996 *
15	105,606 *
16	104,485 *
17	104,358 *
18	103,520 *
19	97,008 *
20	96,106 *
21	95,300 *
22	93,500 *
23	92,697 *
24	91,630 *
25	88,994 *
26	87,629 *
27	86,717 *
28	86,664 *
29	86,655 *
30	86,100 *
31	86,094 *

RANK	SALARY
32	86,054 *
33	85,901 *
34	85,869 *
35	85,500 *
36	84,529 *
37	84,154 *
38	83,180 *
39	82,791 *
40	82,592 *
41	82,484 *
42	81,105 *
43	80,394 *
44	80,000 *
45	78,843 *
46	78,740 *
47	77,769 *
48	77,440 *
49	76,609 *
50	75,972 *
51	75,689 *
52	75,200 *
53	74,947 *
54	74,861 *
55	73,500 *
56	72,000 *
57	71,352 *
58	70,100 *
59	68,500 *
60	64,768 *
61	64,000 *
62	63,440 *
63	62,000 *
64	60,582 *
65	60,000 *
66	59,256 *
67	58,710 *
68	58,605 *
69	54,313 *
70	52,526 *
71	52,100 *
72	44,558 *
73	43,742 *
74	43,208 *
75	42,432 *
76	41,982 *

AVERAGE "x" 86,369

AVERAGE ALL 84,732

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	90,000 *
2	75,772 *
3	73,276 *
4	72,000 *
5	70,008 *
6	69,132 *
7	68,275 *
8	66,732 *
9	66,240 *
10	65,930 *
11	65,001 *
12	65,000 *
13	65,000 *
14	61,570 *
15	61,267 *
16	61,266 *
17	60,600 *
18	59,687 *
19	59,673 *
20	58,400 *
21	57,288 *
22	56,924 *
23	56,780 *
24	56,650 *
25	56,624 *
26	56,150 *
27	55,900 *
28	55,788 *
29	55,420 *
30	55,397 *
31	55,000 *
32	54,826 *
33	54,555 *
34	54,303 *
35	54,216 *
36	54,142 *
37	54,000 *
38	53,600 *
39	53,411 *
40	53,172 *
41	52,978 *
42	52,520 *
43	52,104 *
44	50,704 *
45	50,287 *
46	50,102 *
47	50,000 *
48	49,000 *

* = NASULGC

TABLE I (CONTINUED)

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STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
(CONTINUED)	
49	48,348 *
50	46,979 *
51	46,540 *
52	46,527 *
53	46,500
54	46,470 *
55	46,399 *
56	46,220 *
57	45,296 *
58	45,000 *
59	44,300 *
60	44,078 *
61	43,008 *
62	43,001 *
63	42,500 *
64	42,420 *
65	41,774 *
66	41,117 *
67	40,000 *
68	40,000 *
69	39,802
70	37,128
71	36,459
72	36,107
73	34,836 *
74	34,082
75	34,067 *
76	33,990 *
77	33,322 *
78	29,833 *

AVERAGE "X" 52,763

AVERAGE ALL 52,343

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

RANK	SALARY
1	102,929 *
2	102,789 *
3	94,973 *
4	94,638
5	91,000 *
6	91,000 *
7	89,000 *

RANK	SALARY
8	88,200 *
9	85,000 *
10	82,475 *
11	(80,110)*
12	70,000
13	69,000
14	67,000 *
15	63,342 *

AVERAGE "X" 86,485

AVERAGE ALL 84,764

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	111,300 *
2	108,068 *
3	94,500 *
4	89,869 *
5	89,579 *
6	85,000 *
7	84,525 *
8	81,816 *
9	(80,110)*
10	80,000 *
11	76,772
12	75,712 *
13	75,700
14	74,023 *
15	72,724 *
16	70,550 *
17	70,440 *
18	69,666
19	69,323 *
20	68,789
21	67,800 *
22	67,500 *
23	67,439 *
24	67,320 *
25	66,398 *
26	64,754 *
27	63,714 *
28	63,306 *
29	62,377 *
30	61,150 *
31	60,552 *
32	60,000 *
33	58,834
34	58,440 *

RANK	SALARY
35	57,300 *
36	56,496 *
37	55,800 *
38	55,583 *
39	55,270 *
40	54,795 *
41	53,250 *
42	53,078 *
43	52,578 *
44	45,000 *
45	42,588 *
46	41,785 *
47	41,556

AVERAGE "X" 68,093

AVERAGE ALL 67,726

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	115,000 *
2	105,000 *
3	100,100 *
4	100,000 *
5	98,910 *
6	92,607 *
7	91,319 *
8	90,000 *
9	87,955 *
10	87,138
11	85,787 *
12	85,768 *
13	85,193 *
14	85,000 *
15	84,500 *
16	84,051 *
17	83,500 *
18	82,650 *
19	82,169 *
20	81,150 *
21	81,000 *
22	80,943 *
23	79,786 *
24	79,335 *
25	77,597 *
26	77,520 *
27	76,860 *
28	76,100 *
29	76,000 *

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

TABLE I (CONTINUED)

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
(CONTINUED)	
30	75,602 *
31	75,500 *
32	75,000 *
33	74,835 *
34	74,463 *
35	74,157 *
36	73,840 *
37	73,800 *
38	73,500 *
39	72,563 *
40	72,248 *
41	71,828 *
42	71,137 *
43	71,000 *
44	70,778 *
45	70,452 *
46	70,434 *
47	70,347 *
48	69,504 *
49	69,090 *
50	67,521 *
51	66,715 *
52	66,439 *
53	66,400 *
54	65,841 *
55	65,800 *
56	65,076 *
57	64,700 *
58	63,350 *
59	63,317 *
60	63,186 *
61	63,009 *
62	62,041 *
63	61,685 *
64	61,008 *
65	60,000 *
66	59,000 *
67	58,800 *
68	58,794 *
69	58,260 *
70	56,608 *
71	54,900 *
72	53,000 *
73	45,851 *
74	39,360 *
75	38,368 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 75,044

AVERAGE ALL 73,494

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	85,722 *
2	84,880 *
3	82,500 *
4	81,133 *
5	79,719 *
6	77,700 *
7	76,993 *
8	75,600 *
9	74,496 *
10	74,000 *
11	73,400 *
12	72,765 *
13	71,626 *
14	71,550 *
15	71,395 *
16	70,626 *
17	68,833 *
18	68,800 *
19	68,500 *
20	67,078 *
21	65,600 *
22	65,200 *
23	64,933 *
24	64,730 *
25	63,866 *
26	63,000 *
27	62,800 *
28	61,000 *
29	61,000 *
30	60,756 *
31	59,913 *
32	59,592 *
33	59,500 *
34	59,352 *
35	59,350 *
36	59,283 *
37	59,130 *
38	58,643 *
39	58,559 *
40	58,414 *
41	58,350 *

RANK	SALARY
42	58,000 *
43	57,794 *
44	57,500 *
45	57,415 *
46	57,332 *
47	56,609 *
48	56,004 *
49	55,913 *
50	55,500 *
51	53,562 *
52	53,458 *
53	53,230 *
54	52,593 *
55	52,000 *
56	50,124 *
57	49,890 *
58	49,754 *
59	49,514 *
60	49,505 *
61	48,923 *
62	48,915 *
63	48,886 *
64	48,247 *
65	47,220 *
66	46,500 *
67	45,996 *
68	45,916 *
69	44,298 *
70	43,200 *
71	42,888 *
72	42,845 *
73	42,421 *
74	37,620 *
75	36,487 *
76	36,254 *
77	35,016 *
78	31,230 *
79	29,134 *

AVERAGE "X" 58,627

AVERAGE ALL 58,329

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
1	136,000 *
2	135,000 *
3	127,070 *
4	125,000 *

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
(CONTINUED)	
5	121,885 *
6	118,400 *
7	115,932 *
8	112,500 *
9	111,100 *
10	110,160 *
11	108,150 *
12	108,077 *
13	108,048 *
14	108,000 *
15	(105,528) *
16	104,275 *
17	103,711 *
18	103,420 *
19	103,000 *
20	102,583 *
21	101,830 *
22	100,835 *
23	99,708 *
24	98,145 *
25	97,535 *
26	95,000 *
27	94,500 *
28	92,558 *
29	92,000 *
30	91,000 *
31	88,150 *
32	86,736 *
33	86,417 *
34	86,000 *
35	85,519 *
36	85,488 *
37	85,483 *
38	84,540 *
39	84,500 *
40	82,872 *
AVERAGE "x"	105,257
AVERAGE ALL	102,166

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	111,900 *
2	106,177 *
3	104,620 *
4	104,050 *
5	104,000 *
6	99,170 *
7	95,500 *
8	95,000 *
9	92,700 *
10	90,443 *
11	90,000 *
12	80,500 *
13	76,053 *
14	74,425 *
15	66,408 *
16	62,615 *
17	60,925 *
18	60,000 *

AVERAGE "x" 87,989

AVERAGE ALL 87,471

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	128,985 *
2	110,000 *
3	97,766 *
4	(93,879) *
5	93,415 *
6	92,502 *
7	90,000 *
8	87,224 *
9	84,328 *
10	80,750 *
11	80,500 *
12	79,999 *
13	77,000 *
14	76,500 *
15	75,300 *
16	75,000 *
17	74,278 *
18	72,118 *
19	72,004 *
20	72,000 *

RANK	SALARY
21	71,861 *
22	71,289 *
23	69,136 *
24	69,000 *
25	68,588 *
26	68,500 *
27	66,850 *
28	66,500 *
29	66,370 *
30	65,998 *
31	63,485 *
32	62,768 *
33	62,649 *
34	62,565 *
35	61,234 *
36	60,975 *
37	58,655 *
38	58,328 *
39	58,064 *
40	56,000 *
41	55,824 *
42	55,602 *
43	55,339 *
44	55,228 *
45	54,432 *
46	53,000 *
47	52,382 *
48	51,836 *
49	51,600 *
50	51,540 *
51	51,000 *
52	50,500 *
53	50,000 *
54	49,500 *
55	48,362 *
56	47,853 *
57	47,104 *
58	46,727 *
59	45,653 *
60	43,380 *
61	42,900 *
62	40,476 *
63	38,396 *

AVERAGE "x" 67,109

AVERAGE ALL 65,730

TABLE I (CONTINUED)

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
LEGISLATIVE RELATIONS

RANK	SALARY
1	130,138 *
2	109,000 *
3	100,000 *
4	95,975 *
5	90,930 *
6	51,912 *

AVERAGE "X" 96,326

AVERAGE ALL 96,326

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	103,089 *
2	102,588 *
3	97,850 *
4	(93,879)*
5	91,927 *
6	89,000
7	85,000 *
8	84,298 *
9	84,240 *
10	83,650 *
11	83,091 *
12	82,740
13	82,368 *
14	82,226
15	82,160 *
16	72,500 *
17	72,100 *
18	71,892 *
19	70,298
20	68,500 *
21	68,250 *
22	68,145 *
23	67,300 *
24	66,503 *
25	66,194 *
26	64,500 *
27	63,360 *
28	62,976 *
29	61,300 *
30	60,360 *
31	57,226 *
32	55,479 *

RANK	SALARY
33	55,000 *
34	52,275 *
35	48,000
36	47,954 *
37	45,013 *
38	40,280 *

AVERAGE "X" 71,553

AVERAGE ALL 71,935

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	161,914 *
2	130,008 *
3	130,000 *
4	127,400 *
5	123,720 *
6	120,000 *
7	117,000 *
8	111,690 *
9	111,300 *
10	110,000 *
11	108,668 *
12	104,650 *
13	96,354 *
14	93,001 *
15	86,807 *
16	82,370 *
17	82,100 *
18	80,000
19	75,684 *
20	73,217 *

AVERAGE "X" 107,678

AVERAGE ALL 106,294

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	108,000 *
2	100,000 *
3	96,900 *
4	(95,500)*
5	92,000 *
6	92,000 *

RANK	SALARY
7	91,500
8	90,854 *
9	89,100 *
10	87,125
11	84,150 *
12	83,463 *
13	82,400 *
14	82,061 *
15	76,599 *
16	75,658 *
17	72,500
18	72,144
19	70,867 *
20	70,750 *
21	69,323 *
22	68,947 *
23	68,500 *
24	68,095
25	67,980 *
26	67,117 *
27	66,520 *
28	64,923 *
29	63,265 *
30	61,320 *
31	59,160 *
32	55,500 *
33	52,966 *
34	50,004 *
35	50,000 *
36	46,944 *
37	29,172 *

AVERAGE "X" 72,873

AVERAGE ALL 73,603

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	120,000 *
2	110,950 *
3	102,900 *
4	100,552
5	98,600 *
6	(95,500)*
7	83,068 *
8	77,255 *
9	76,351 *
10	76,229 *
11	75,983 *

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
(CONTINUED)	
12	75,684 *
13	75,000 *
14	72,800 *
15	72,500 *
16	72,143 *
17	71,110 *
18	70,420 *
19	69,632 *
20	69,525 *
21	69,500 *
22	69,411 *
23	68,682 *
24	67,470
25	66,984 *
26	65,864 *
27	65,304 *
28	64,086 *
29	63,637 *
30	62,800 *
31	62,454 *
32	62,095 *
33	60,600 *
34	59,124 *
35	58,610 *
36	58,024 *
37	57,384
38	56,777 *
39	55,679 *
40	54,316 *
41	53,414
42	53,061 *
43	52,000
44	51,900 *
45	51,124 *
46	50,000
47	50,000 *
48	49,572 *
49	49,000 *
50	48,944 *
51	47,808 *
52	45,038 *
53	45,000 *
54	43,270 *
55	43,200 *
56	42,594
57	42,516 *
58	41,676

RANK	SALARY
59	41,500 *
60	40,116
61	39,641 *
62	38,644 *
63	34,161
64	31,203 *

AVERAGE "x" 64,093

AVERAGE ALL 62,506

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	122,000 *
2	115,482 *
3	108,829 *
4	105,468 *
5	104,535 *
6	104,000 *
7	101,200 *
8	99,050 *
9	97,545 *
10	94,008 *
11	94,000 *
12	92,150 *
13	90,926 *
14	90,780 *
15	90,615 *
16	85,200 *
17	84,763 *
18	82,163 *
19	80,000 *
20	78,000 *
21	71,797 *
22	67,014 *
23	62,095 *
24	59,500
25	36,923 *

AVERAGE "x" 89,939

AVERAGE ALL 88,722

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	180,000 *
2	150,000 *
3	131,820 *
4	129,550
5	128,500 *
6	126,700 *
7	126,518 *
8	124,800 *
9	120,000 *
10	120,000
11	119,600 *
12	115,920 *
13	113,808 *
14	111,419 *
15	110,469 *
16	110,000 *
17	109,200 *
18	108,567 *
19	108,200 *
20	103,000
21	102,810 *
22	100,000 *
23	99,246 *
24	98,000 *
25	97,535 *
26	95,544 *
27	93,096
28	92,412 *
29	90,000 *
30	86,750 *
31	85,000 *
32	83,347 *
33	71,280 *
34	70,019 *

AVERAGE "x" 108,915

AVERAGE ALL 109,209

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	160,000 *
2	142,000 *
3	136,476 *
4	119,600 *

* = NASULGC

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
(CONTINUED)	
5	118,688 *
6	117,703 *
7	(116,769)*
8	(112,000)*
9	110,076 *
10	110,000 *
11	108,991 *
12	108,150 *
13	107,100 *
14	106,469 *
15	102,660 *
16	(98,462)*
17	(97,425)*
18	(96,030)*
19	94,330 *
20	92,390 *
21	90,000 *
22	87,245 *

AVERAGE "X" 110,571

AVERAGE ALL 110,571

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	120,643 *
2	112,800
3	107,302 *
4	106,392 *
5	104,973 *
6	103,696 *
7	102,245 *
8	96,199 *
9	87,550 *
10	86,756 *
11	82,538 *
12	78,820 *
13	77,000 *
14	76,899 *
15	76,884 *
16	75,770 *
17	75,750
18	74,850 *
19	73,925 *

RANK	SALARY
20	72,000 *
21	71,972
22	71,770 *
23	70,900 *
24	70,839 *
25	70,200
26	69,323 *
27	67,000 *
28	67,000 *
29	66,780 *
30	66,664 *
31	66,614 *
32	66,410 *
33	65,140 *
34	65,000 *
35	63,136 *
36	62,559 *
37	62,322 *
38	62,292 *
39	62,063 *
40	60,129 *
41	60,000 *
42	58,644
43	57,346 *
44	55,751
45	55,715 *
46	54,878
47	54,756 *
48	54,360
49	54,352 *
50	53,597 *
51	53,397
52	52,524 *
53	51,612 *
54	51,564 *
55	50,124 *
56	48,294 *
57	48,028 *
58	47,254 *
59	44,985 *

AVERAGE "X" 70,411

AVERAGE ALL 69,971

DEANS:
AGRICULTURE

RANK	SALARY
1	175,100 *
2	142,625 *

RANK	SALARY
3	140,000 *
4	128,521 *
5	128,508 *
6	123,000 *
7	122,250 *
8	122,103 *
9	121,052 *
10	121,000 *
11	119,470 *
12	118,700 *
13	118,015 *
14	117,850 *
15	117,239 *
16	115,000 *
17	115,000 *
18	111,398 *
19	110,346 *
20	110,000 *
21	109,526 *
22	108,072 *
23	104,673 *
24	104,220 *
25	103,704 *
26	(102,000)*
27	101,906 *
28	101,700 *
29	97,990 *
30	96,006 *
31	95,650 *
32	95,000 *
33	93,200 *
34	91,333 *
35	90,000 *
36	89,431 *
37	85,000 *
38	83,000 *
39	82,296 *
40	82,000 *

AVERAGE "X" 109,847

AVERAGE ALL 109,847

DEANS:
ARCHITECTURE

RANK	SALARY
1	136,100 *
2	133,000
3	115,000 *
4	115,000 *

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* = NASULGC

TABLE I (CONTINUED)

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DEANS:
ARCHITECTURERANK SALARY
(CONTINUED)

RANK	SALARY
42	95,208 *
43	95,000 *
44	95,000 *
45	94,728 *
46	93,120 *
47	92,250 *
48	90,000 *
49	87,600 *
50	85,817 *
51	84,504 *
52	82,555 *
53	79,896 *
54	78,800 *

AVERAGE "x" 112,467

AVERAGE ALL 112,467

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	166,000 *
2	163,700 *
3	153,250 *
4	133,825 *
5	128,000 *
6	127,000 *
7	125,208 *
8	125,000 *
9	125,000 *
10	122,500 *
11	120,103 *
12	120,000 *
13	115,847 *
14	115,770 *
15	115,312 *
16	115,000 *
17	110,000 *
18	108,300 *
19	107,700 *
20	105,800 *
21	105,000 *
22	104,916 *
23	104,794 *
24	104,500 *
25	104,259 *
26	104,064 *
27	103,700 *
28	103,600 *
29	102,828 *
30	101,000 *
31	100,620 *
32	99,900 *
33	99,170 *
34	99,000 *
35	98,500 *
36	98,028 *
37	97,333 *
38	97,000 *
39	96,900 *
40	95,743 *
41	95,680 *

AVERAGE "x" 108,767

AVERAGE ALL 106,932

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	199,950 *
2	183,500 *
3	165,000 *
4	163,768 *
5	163,700 *
6	161,236 *
7	161,000 *
8	159,803 *
9	155,000 *
10	155,000 *
11	154,000 *
12	152,250 *
13	151,875 *
14	151,500 *
15	150,000 *
16	144,200 *
17	141,000 *
18	139,485 *
19	137,700 *
20	136,700 *
21	136,690 *
22	133,700 *
23	131,300 *
24	129,214 *
25	129,000 *
26	123,678 *
27	123,136 *
28	122,974 *
29	122,004 *

RANK	SALARY
(CONTINUED)	
5	113,700 *
6	112,800 *
7	112,379 *
8	111,996 *
9	107,000 *
10	105,000 *
11	105,000 *
12	101,578 *
13	100,900 *
14	100,000 *
15	98,810 *
16	97,500 *
17	96,800 *
18	95,300 *
19	95,000 *
20	94,873 *
21	93,628 *
22	92,628 *
23	92,000 *
24	91,970 *
25	90,000 *
26	90,000 *
27	89,933 *
28	89,255 *
29	87,485 *
30	86,970 *
31	85,000 *
32	84,125 *
33	81,620 *
34	78,000 *

AVERAGE "x" 98,669

AVERAGE ALL 99,422

DEANS:
ARTS AND LETTERS

RANK	SALARY
1	144,550 *
2	120,000 *
3	113,300 *
4	113,150 *
5	101,316 *
6	82,484 *

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* = NASULGC

TABLE I (CONTINUED)

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
(CONTINUED)	
30	120,586 *
31	120,000 *
32	120,000 *
33	119,699 *
34	118,188 *
35	118,069 *
36	118,000 *
37	117,420 *
38	117,000 *
39	116,817 *
40	116,750 *
41	116,075 *
42	115,375 *
43	114,290 *
44	113,000 *
45	111,784 *
46	111,558 *
47	111,310 *
48	110,914 *
49	110,445 *
50	110,064 *
51	110,055 *
52	109,500 *
53	109,043 *
54	106,603 *
55	105,000 *
56	105,000 *
57	105,000 *
58	105,000 *
59	104,880 *
60	104,845 *
61	103,848 *
62	103,000 *
63	100,805 *
64	100,344 *
65	100,000 *
66	99,595 *
67	98,629 *
68	98,402 *
69	98,280 *
70	95,844 *
71	93,448 *
72	87,516 *
73	87,360 *
74	86,200 *
75	85,002 *
76	84,624 *

RANK	SALARY
77	81,413 *
78	80,000 *
79	70,720 *
80	68,600 *

AVERAGE "x" 120,469

AVERAGE ALL 119,928

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	126,690
2	108,800 *
3	102,000 *
4	101,970 *
5	101,952 *
6	101,356 *
7	98,387 *
8	95,000 *
9	94,400 *
10	94,382 *
11	94,347 *
12	92,132 *
13	92,000 *
14	91,778 *
15	90,108 *
16	89,984 *
17	89,600 *
18	88,847 *
19	88,100 *
20	87,950 *
21	87,450 *
22	87,336 *
23	84,864 *
24	84,787 *
25	84,195 *
26	83,957 *
27	82,900 *
28	82,017 *
29	82,000 *
30	80,255 *
31	80,000 *
32	79,800 *
33	77,789 *
34	76,000 *
35	75,959 *
36	75,000 *
37	74,902 *
38	74,783 *

RANK	SALARY
39	74,604 *
40	74,600 *
41	74,490 *
42	73,914 *
43	71,737 *
44	67,818 *
45	64,368 *
46	61,703 *
47	60,800 *
48	60,000 *
49	54,717 *
50	39,924 *

AVERAGE "x" 83,213

AVERAGE ALL 83,249

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	169,116 *
2	127,200 *
3	115,000 *
4	110,000 *
5	106,299 *
6	(102,000) *
7	100,000 *
8	95,000 *
9	93,912 *
10	92,085 *
11	89,513 *
12	70,838 *
13	70,000 *

AVERAGE "x" 102,164

AVERAGE ALL 103,151

DEANS:
EDUCATION

RANK	SALARY
1	135,000 *
2	128,000 *
3	126,575 *
4	123,200 *
5	122,997 *
6	122,306 *
7	122,004 *

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* = NASULGC

TABLE I (CONTINUED)

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DEANS:
EDUCATION

RANK	SALARY
(CONTINUED)	
8	120,000 *
9	119,200 *
10	115,620 *
11	114,551 *
12	113,000 *
13	112,000 *
14	110,100 *
15	110,004 *
16	110,000 *
17	108,081 *
18	108,000 *
19	107,661 *
20	107,414 *
21	107,000 *
22	106,469 *
23	106,111 *
24	106,000 *
25	105,427 *
26	105,200 *
27	103,000 *
28	102,410 *
29	102,000 *
30	102,000 *
31	101,500 *
32	101,454 *
33	100,000 *
34	100,000 *
35	99,110 *
36	98,809 *
37	98,800 *
38	98,800 *
39	97,916 *
40	97,610 *
41	96,720 *
42	96,497 *
43	96,390 *
44	96,276 *
45	94,822 *
46	94,008 *
47	94,000 *
48	93,899 *
49	93,560 *
50	93,500 *
51	93,491 *
52	93,348 *
53	91,572 *
54	90,252 *

RANK	SALARY
55	89,688 *
56	89,000 *
57	87,600 *
58	87,100 *
59	87,000 *
60	86,733 *
61	84,500 *
62	84,276 *
63	84,000 *
64	83,931 *
65	81,600 *
66	81,500 *
67	80,375 *
68	80,000 *
69	79,391 *
70	78,904 *
71	78,538 *
72	77,694 *
73	76,125 *
74	76,083 *
75	72,332 *
76	70,008 *
77	67,500 *

AVERAGE * 99,796

AVERAGE ALL 98,150

DEANS:
ENGINEERING

RANK	SALARY
1	175,500 *
2	170,000 *
3	167,200 *
4	158,100 *
5	155,004 *
6	153,327 *
7	149,864 *
8	145,350 *
9	145,000 *
10	144,585 *
11	142,500 *
12	142,391 *
13	137,200 *
14	135,000 *
15	135,000 *
16	134,000 *
17	133,108 *
18	131,481 *
19	130,000 *

RANK	SALARY
20	130,000 *
21	127,100 *
22	127,000 *
23	126,856 *
24	126,417 *
25	125,002 *
26	124,000 *
27	122,962 *
28	121,800 *
29	121,635 *
30	121,000 *
31	120,500 *
32	120,000 *
33	119,025 *
34	118,440 *
35	117,300 *
36	117,000 *
37	116,850 *
38	116,424 *
39	114,415 *
40	113,969 *
41	111,558 *
42	110,434 *
43	110,328 *
44	109,263 *
45	108,733 *
46	107,556 *
47	107,302 *
48	105,850 *
49	105,678 *
50	105,600 *
51	105,104 *
52	105,012 *
53	104,500 *
54	104,364 *
55	103,500 *
56	100,167 *
57	99,514 *
58	96,657 *
59	94,248 *
60	93,350 *
61	92,800 *
62	92,640 *
63	92,317 *
64	90,360 *
65	88,555 *
66	84,835 *
67	81,800 *

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* = NASULGC

TABLE I (CONTINUED)

DEANS:
ENGINEERING

(CONTINUED)

AVERAGE "x" 119,855

AVERAGE ALL 120,065

DEANS:
FINE ARTS

RANK	SALARY
1	123,600 *
2	115,000 *
3	110,052 *
4	110,000 *
5	105,000 *
6	100,979 *
7	100,700 *
8	99,000 *
9	99,000 *
10	98,718 *
11	98,000 *
12	94,320
13	92,500
14	92,095 *
15	91,140 *
16	89,748
17	88,825
18	(86,900)*
19	84,433
20	83,584
21	80,835
22	80,508 *
23	76,498 *
24	75,000 *
25	74,603 *
26	66,187 *
27	62,200 *
28	57,114 *

AVERAGE "x" 91,538

AVERAGE ALL 90,591

DEANS:
FORESTRY

RANK	SALARY
1	117,800 *
2	110,000 *
3	108,200 *
4	92,100 *
5	90,000 *
6	89,435 *
7	87,299 *
8	86,000 *
9	75,100

AVERAGE "x" 97,604

AVERAGE ALL 95,104

DEANS:
GRADUATE

RANK	SALARY
1	144,200 *
2	132,500 *
3	130,000 *
4	125,710 *
5	124,630 *
6	(116,769)*
7	114,024 *
8	109,700 *
9	108,088 *
10	106,053 *
11	104,000 *
12	103,000 *
13	100,385 *
14	100,000 *
15	99,598 *
16	98,643 *
17	(98,462)*
18	98,152 *
19	(97,425)*
20	(96,030)*
21	96,000 *
22	95,000 *
23	95,000
24	94,700 *
25	94,446 *
26	94,121 *
27	92,225 *
28	91,750 *
29	90,684

RANK	SALARY
30	90,000 *
31	90,000 *
32	89,573 *
33	88,589 *
34	88,534 *
35	84,500 *
36	84,364
37	84,000 *
38	82,624 *
39	82,311
40	81,900 *
41	81,321 *
42	81,092 *
43	81,067 *
44	79,700
45	79,368
46	78,717 *
47	77,640 *
48	74,450 *
49	72,465 *
50	71,010 *
51	69,600 *
52	68,850
53	66,144 *
54	65,900
55	41,100 *

AVERAGE "x" 94,467

AVERAGE ALL 92,475

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	116,500 *
2	112,500 *
3	106,500 *
4	100,640 *
5	94,167 *
6	89,690 *
7	86,800
8	83,639
9	81,200 *
10	74,373 *
11	67,944 *

AVERAGE "x" 93,724

AVERAGE ALL 92,178

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* = NASULGC

TABLE I (CONTINUED)

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DEANS:
HOME ECONOMICS

RANK	SALARY
1	120,000 *
2	112,633 *
3	110,000 *
4	109,888 *
5	108,406 *
6	108,100 *
7	106,633 *
8	105,300 *
9	103,306 *
10	100,425 *
11	99,672 *
12	95,616 *
13	93,500 *
14	93,165 *
15	92,135 *
16	90,170 *
17	88,913 *
18	84,000 *
19	82,525 *
20	75,920 *
21	56,012 *

AVERAGE "x" 96,968

AVERAGE ALL 96,968

DEANS:
HUMANITIES

RANK	SALARY
1	110,002 *
2	108,020 *
3	106,000 *
4	101,280 *
5	100,648 *
6	99,666 *
7	99,000 *
8	98,910 *
9	93,300 *
10	83,840 *
11	71,200 *
12	65,381 *

AVERAGE "x" 94,771

AVERAGE ALL 94,771

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	127,500 *
2	112,000 *
3	103,000 *
4	101,300 *
5	100,628 *
6	100,014 *
7	100,000 *
8	97,000 *
9	97,000 *
10	96,900 *
11	96,831 *
12	95,950 *
13	(93,854) *
14	93,800 *
15	92,000 *
16	88,344 *
17	84,500 *
18	82,320 *
19	75,156 *

AVERAGE "x" 96,742

AVERAGE ALL 96,742

DEANS:
LAW

RANK	SALARY
1	208,000 *
2	190,000 *
3	173,700 *
4	171,800 *
5	161,000 *
6	160,008 *
7	151,715 *
8	148,988 *
9	146,000 *
10	145,581 *
11	145,000 *
12	145,000
13	143,187 *
14	139,764
15	138,043 *
16	137,500 *
17	133,640 *
18	130,000 *
19	130,000 *

RANK	SALARY
20	129,030 *
21	129,000
22	129,000 *
23	127,512 *
24	127,296 *
25	127,000 *
26	125,800 *
27	123,676 *
28	123,165 *
29	122,500 *
30	120,000 *
31	118,000 *
32	116,669 *
33	115,200 *
34	114,900 *
35	114,000 *
36	111,300 *
37	110,004 *
38	109,500 *
39	106,528 *
40	103,540
41	98,845 *
42	94,148 *
43	85,000 *

AVERAGE "x" 132,391

AVERAGE ALL 132,106

DEANS:
LIBERAL ARTS

RANK	SALARY
1	122,000 *
2	106,408 *
3	103,220 *
4	102,739 *
5	102,000 *
6	94,600 *
7	92,448
8	92,300 *
9	89,808 *
10	82,329 *

AVERAGE "x" 99,489

AVERAGE ALL 98,785

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* = NASULGC

TABLE I (CONTINUED)

DEANS:

LIBRARY SCIENCE

RANK	SALARY
1	165,700 *
2	110,723 *
3	103,000 *
4	95,000 *
5	94,866 *
6	94,500 *
7	93,946 *
8	(93,854)*
9	92,700 *
10	91,926 *
11	91,500 *
12	91,000 *
13	88,914 *
14	88,416 *
15	82,819 *
16	80,501 *
17	76,559 *
18	73,168

AVERAGE "x" 96,231

AVERAGE ALL 94,950

DEANS:

MATHEMATICS

RANK	SALARY
1	(123,256)*
2	119,657 *
3	114,200 *
4	(112,441)*

AVERAGE "x" 117,389

AVERAGE ALL 117,389

DEANS:

MUSIC

RANK	SALARY
1	132,500 *
2	120,500 *
3	117,384 *
4	110,000 *
5	101,930 *
6	93,500 *

RANK

SALARY

7	88,057 *
8	(86,900)*
9	86,736 *
10	86,700 *
11	79,964 *

AVERAGE "x" 100,379

AVERAGE ALL 100,379

DEANS:

PUBLIC AFFAIRS

RANK

SALARY

1	128,000 *
2	119,000 *
3	117,500 *
4	103,000
5	99,683 *
6	99,600 *

AVERAGE "x" 112,757

AVERAGE ALL 111,131

DEANS:

SCIENCE

RANK

SALARY

1	182,018 *
2	131,346 *
3	126,316
4	126,000 *
5	124,000 *
6	(123,256)*
7	119,475 *
8	117,520
9	114,649 *
10	(112,441)*
11	106,469 *
12	105,794 *
13	105,000 *
14	104,140 *
15	103,394 *
16	103,062 *
17	97,508 *
18	95,844
19	92,940 *
20	89,016 *
21	87,198 *

RANK

SALARY

22	76,200 *
----	----------

AVERAGE "x" 110,732

AVERAGE ALL 111,072

DEANS:

SOCIAL AND BEHAV-
IORAL SCIENCES

RANK

SALARY

1	145,008 *
2	125,400 *
3	123,000 *
4	121,000 *
5	119,638 *
6	111,417 *
7	107,870 *
8	107,734 *
9	104,592 *
10	103,443 *
11	102,000 *
12	93,131 *
13	71,964 *

AVERAGE "x" 110,477

AVERAGE ALL 110,477

DEANS:

SOCIAL WORK

RANK

SALARY

1	127,700 *
2	123,600 *
3	120,000 *
4	114,108 *
5	107,000 *
6	100,011 *
7	99,500
8	98,280 *
9	98,200 *
10	91,495 *
11	89,554 *
12	88,389 *
13	87,975 *
14	87,666 *
15	87,436 *
16	86,350 *
17	85,008 *
18	82,500 *

DEANS:
SOCIAL WORK

RANK	SALARY
11	50,175 *
12	50,058 *
13	45,000

RANK	SALARY
14	87,880 *
15	85,600
16	78,759
17	67,636 *
18	63,233 *

RANK	SALARY
(CONTINUED)	
19	81,000 *
20	79,725 *
21	76,460 *
22	70,000 *
23	17,915 *

AVERAGE "x" 77,792

AVERAGE ALL 74,682

MEDICAL DEANS:
DENTISTRY

AVERAGE "x" 97,973

AVERAGE ALL 96,471

MEDICAL DEANS:
MEDICINE

AVERAGE "x" 90,926

AVERAGE ALL 91,299

DEANS:
UNDERGRADUATE
STUDIES

RANK	SALARY
1	170,000 *
2	163,200 *
3	153,030 *
4	148,000 *
5	145,000 *
6	144,303 *
7	139,000 *
8	132,308 *
9	132,253
10	122,400 *
11	120,000 *
12	119,095 *
13	118,308 *
14	107,494 *
15	99,725 *
16	94,008 *

AVERAGE "x" 131,722

AVERAGE ALL 131,758

MEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	289,000 *
2	280,890 *
3	262,200 *
4	260,314 *
5	231,750 *
6	222,300 *
7	217,882 *
8	206,403 *
9	203,256 *
10	201,696 *
11	193,000 *
12	189,257 *
13	188,927 *
14	(177,084) *
15	170,252 *
16	163,836 *
17	162,775 *
18	150,468 *
19	143,364 *
20	141,018 *
21	140,004 *
22	133,876 *
23	131,550 *
24	128,000 *
25	124,837 *
26	114,962 *
27	92,500 *
28	80,136 *

AVERAGE "x" 178,626

AVERAGE ALL 178,626

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	99,750 *
2	95,481 *
3	91,623 *
4	87,756 *
5	85,416 *
6	78,736 *
7	73,850 *
8	73,800 *
9	70,155
10	69,062 *

RANK	SALARY
1	146,050 *
2	120,000 *
3	111,240 *
4	111,000
5	110,500 *
6	102,500 *
7	100,661 *
8	96,067 *
9	94,069 *
10	93,000 *
11	90,000 *
12	89,500
13	89,390 *

TABLE I (CONTINUED)

MEDICAL DEANS:
NURSING

RANK	SALARY
1	144,200 *
2	142,123 *
3	118,850 *
4	118,622 *
5	115,638 *
6	115,506 *
7	114,653 *
8	113,600 *
9	113,360 *
10	110,832 *
11	110,208 *
12	110,000 *
13	108,150 *
14	105,700 *
15	105,185 *
16	104,076 *
17	100,776 *
18	99,504 *
19	96,163 *
20	95,798 *
21	95,000 *
22	94,000 *
23	93,000 *
24	92,188 *
25	92,088 *
26	91,665 *
27	91,000 *
28	90,024 *
29	90,000 *
30	90,000 *
31	89,760 *
32	87,769 *
33	87,381 *
34	87,262 *
35	87,100 *
36	84,789 *
37	82,000 *
38	80,000 *
39	79,853 *
40	79,500 *
41	76,585 *
AVERAGE "x"	100,207
AVERAGE ALL	99,608

MEDICAL DEANS:
OPTOMETRY

RANK	SALARY
1	131,250 *
2	119,637 *
3	111,414 *
4	106,332 *
AVERAGE "x"	117,158
AVERAGE ALL	117,158
MEDICAL DEANS: PHARMACY	
RANK	SALARY
1	153,200 *
2	137,000 *
3	132,779 *
4	126,000 *
5	124,500 *
6	121,224 *
7	117,420 *
8	117,000 *
9	113,457 *
10	113,302 *
11	113,200 *
12	108,000 *
13	106,469 *
14	106,128 *
15	103,000 *
16	102,465 *
17	102,000 *
18	99,359 *
19	99,056 *
20	96,447 *
21	82,648 *
22	80,680 *
23	80,000 *
24	77,200 *
25	76,608 *
26	70,820 *
AVERAGE "x"	106,300
AVERAGE ALL	106,152

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	157,800 *
2	144,000 *
3	139,802 *
4	137,602 *
5	129,500 *
6	127,543 *
7	92,775 *
8	90,816 *
9	89,088 *
AVERAGE "x"	123,214
AVERAGE ALL	123,214
MEDICAL DEANS: VETERINARY MEDICINE	
RANK	SALARY
1	149,116 *
2	142,140 *
3	134,600 *
4	130,000 *
5	124,000 *
6	121,819 *
7	121,200 *
8	120,700 *
9	120,000 *
10	119,322 *
11	118,500 *
12	118,000 *
13	117,760 *
14	116,300 *
15	111,794 *
16	111,564 *
17	103,500 *
18	97,450 *
19	93,983 *
AVERAGE "x"	119,566
AVERAGE ALL	119,566

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG EIGHTY-FIVE STATE-SUPPORTED UNIVERSITIES
REPRESENTING FORTY-FIVE STATES BY EQUAL
EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty universities from this region are as follows:

- *Auburn University
- *Clemson University
- *Florida State University
- Georgia Institute of Technology
- Georgia State University
- *Memphis State University
- *Mississippi State University
- *North Carolina State University
- *University of Alabama
- *University of Alabama at Birmingham
- *University of Florida
- *University of Georgia
- *University of Kentucky
- *University of Louisville
- *University of Mississippi
- *University of North Carolina - Chapel Hill
- *University of South Carolina
- *University of South Florida
- *University of Southern Mississippi
- *University of Tennessee - Knoxville

* Member of National Association of State Universities and Land-Grant Colleges.

TABLE II (CONTINUED)
ATLANTA REGIONADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM
OF MULTI-CAMPUSES

RANK	SALARY
1	166,400 *
2	138,213 *
3	102,000 *

AVERAGE "*" 135,538

AVERAGE ALL 135,538

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	197,220 *
2	175,000 *
3	169,000 *
4	165,000 *
5	162,690 *
6	158,100 *
7	151,050 *
8	148,500 *
9	137,320 *
10	136,061 *
11	133,400
12	132,160 *
13	129,842 *
14	120,273 *
15	102,000
16	102,000 *

AVERAGE "*" 148,873

AVERAGE ALL 144,976

ADMINISTRATIVE OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

RANK	SALARY
1	100,470
2	98,275 *
3	(62,634)*

AVERAGE "*" 80,455

AVERAGE ALL 87,126

ADMINISTRATIVE OFFICERS:
EXECUTIVE VICE
PRESIDENT

RANK	SALARY
1	137,190
2	(100,500)*
3	83,172 *

AVERAGE "*" 91,836

AVERAGE ALL 106,954

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT

RANK	SALARY
1	122,500
2	120,750 *
3	(100,500)*
4	100,000 *
5	94,098 *
6	93,096
7	83,500 *
8	72,500 *

AVERAGE "*" 95,225

AVERAGE ALL 98,368

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	105,322
2	91,700 *
3	90,000 *
4	86,500 *
5	84,200 *
6	80,325 *
7	80,000 *
8	79,898 *
9	74,300 *
10	72,100 *
11	66,200 *
12	62,938 *
13	55,558 *
14	54,681 *
15	51,168
16	49,317 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 73,408

AVERAGE ALL 74,013

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
HEALTH

RANK	SALARY
1	318,270 *
2	230,000 *
3	211,397 *
4	(177,084)*
5	171,500 *
6	137,000 *

AVERAGE "*" 207,542

AVERAGE ALL 207,542

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
INFORMATION MANAGEMENT

RANK	SALARY
1	132,900 *
2	112,257 *
3	111,300
4	91,700 *
5	89,030 *

AVERAGE "*" 106,472

AVERAGE ALL 107,437

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	99,000 *
2	97,872 *
3	91,749 *
4	86,700 *
5	81,945
6	80,850 *
7	79,695
8	78,216 *
9	75,000 *

TABLE II (CONTINUED)
ATLANTA REGION

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
(CONTINUED)	
10	71,500 *
11	70,392 *
12	69,440 *
13	67,785 *
14	58,632

AVERAGE "x" 80,773

AVERAGE ALL 79,198

RANK	SALARY
5	67,000 *
6	63,999 *
7	(62,634)*
8	62,400 *
9	60,900
10	59,885 *
11	58,600
12	58,456 *
13	55,962 *
14	52,500 *
15	49,085 *
16	45,364 *
17	44,916
18	44,822 *

AVERAGE "x" 61,178

AVERAGE ALL 60,116

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	95,100 *
2	76,800 *
3	74,778 *
4	74,300 *
5	72,056 *
6	72,000 *
7	70,403
8	70,298 *
9	62,500 *
10	60,700
11	58,115 *
12	57,963 *
13	55,500 *
14	55,000 *
15	54,060 *
16	52,300 *
17	44,189 *

AVERAGE "x" 64,991

AVERAGE ALL 65,057

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	81,000 *
2	72,100 *
3	71,400 *
4	71,070 *

RANK	SALARY
2	159,650 *
3	(147,119)*
4	136,600 *
5	131,301 *
6	130,200 *
7	130,000 *
8	(127,500)*
9	114,923 *
10	100,980
11	94,500 *

AVERAGE "x" 135,084

AVERAGE ALL 131,984

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(147,119)*
2	140,250 *
3	136,100 *
4	132,500 *
5	128,724
6	(127,500)*
7	127,000 *
8	125,460 *
9	122,720 *
10	120,000 *
11	99,999 *

AVERAGE "x" 127,865

AVERAGE ALL 127,943

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	105,000 *
2	104,000
3	103,000 *
4	98,624 *
5	98,000 *
6	95,900 *
7	93,000
8	91,800 *
9	90,000 *
10	87,193 *

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	103,200 *
2	99,085 *
3	94,000 *
4	92,700 *
5	89,709 *
6	87,500 *
7	86,495 *
8	82,793 *
9	81,000
10	80,933 *
11	80,000 *
12	72,000 *
13	70,560 *
14	62,004
15	53,700
16	51,194 *

AVERAGE "x" 83,859

AVERAGE ALL 80,430

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY
1	179,050 *

TABLE II (CONTINUED)
ATLANTA REGIONACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
(CONTINUED)	
11	87,050 *
12	85,000 *
13	84,048
14	83,382 *
15	79,686 *
16	75,000 *
17	75,000 *
18	72,200 *
19	70,713 *

AVERAGE "X" 87,347

AVERAGE ALL 88,347

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	124,500 *
2	122,890 *
3	120,141 *
4	120,000 *
5	117,500 *
6	114,756 *
7	114,350 *
8	106,896 *
9	102,500
10	102,000 *
11	102,000 *
12	97,000
13	94,006 *
14	93,096
15	91,500 *
16	90,000 *
17	83,629 *

AVERAGE "X" 107,441

AVERAGE ALL 105,692

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	105,000 *
2	97,300 *
3	(90,700)*
4	81,100 *
5	79,950 *
6	73,134
7	71,400 *
8	70,452
9	70,000 *
10	67,498 *
11	65,964 *
12	65,696 *
13	65,505 *
14	65,000 *
15	64,645 *
16	62,000 *
17	61,183 *

AVERAGE "X" 74,196

AVERAGE ALL 73,913

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	(105,000)*
2	(90,700)*
3	61,456 *
4	60,000 *
5	54,832
6	54,400 *
7	54,022 *
8	49,308 *
9	48,294 *
10	47,969 *
11	41,148

AVERAGE "X" 63,461

AVERAGE ALL 60,648

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	(105,000)*
2	(70,205)*
3	61,000
4	59,016
5	50,500 *

AVERAGE "X" 75,235

AVERAGE ALL 69,144

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	79,380 *
2	(70,205)*
3	66,504
4	64,690 *
5	59,823 *
6	58,195 *
7	57,000 *
8	55,500 *
9	54,690 *
10	53,735 *
11	52,110 *
12	52,033 *
13	52,010 *
14	51,489 *
15	51,028 *
16	47,040
17	46,800
18	45,440 *

AVERAGE "X" 57,155

AVERAGE ALL 56,537

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	81,542
2	74,950 *
3	71,622 *
4	66,016 *

TABLE II (CONTINUED)
ATLANTA REGION

Page 35

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
(CONTINUED)	
5	65,200 *
6	61,456 *
7	56,527 *
8	56,200 *
9	55,871 *
10	55,800 *
11	53,560 *
12	52,736 *
13	51,000 *
14	50,393 *
15	48,837 *
16	34,320 *

AVERAGE "X" 59,033

AVERAGE ALL 58,502

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	94,080 *
2	84,500 *
3	77,064 *
4	74,000 *
5	69,000 *
6	67,785 *
7	64,504 *
8	57,509 *
9	53,995 *
10	53,232 *
11	51,000 *
12	49,980 *
13	49,000 *
14	46,260 *
15	45,000 *

AVERAGE "X" 64,049

AVERAGE ALL 62,461

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	60,000 *
2	58,240 *
3	56,800 *
4	55,957 *
5	53,050 *
6	52,928 *
7	51,700 *
8	44,942 *
9	44,844 *
10	42,326 *
11	42,000 *
12	41,184 *
13	41,166 *
14	31,050 *
15	28,993 *

AVERAGE "X" 46,980

AVERAGE ALL 47,012

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	97,760 *
2	94,300 *
3	91,464 *
4	84,850 *
5	82,028 *
6	77,000 *
7	74,000 *
8	73,706 *
9	71,400 *
10	68,297 *
11	66,300 *
12	65,769 *
13	65,000 *
14	59,983 *
15	58,665 *
16	58,590 *
17	56,000 *
18	55,008 *

AVERAGE "X" 72,757

AVERAGE ALL 72,229

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	104,660 *
2	101,500 *
3	100,899 *
4	100,760 *
5	99,086 *
6	98,025 *
7	97,000 *
8	95,600 *
9	95,250 *
10	94,098 *
11	93,012 *
12	92,000 *
13	91,800 *
14	91,630 *
15	90,000 *
16	85,475 *
17	84,154 *
18	83,500 *
19	82,000 *

AVERAGE "X" 93,059

AVERAGE ALL 93,708

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	87,200 *
2	83,075 *
3	77,868 *
4	71,500 *
5	70,000 *
6	66,096 *
7	64,907 *
8	61,678 *
9	53,098 *
10	44,299 *

AVERAGE "X" 65,836

AVERAGE ALL 67,972

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGIONSTUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	125,460
2	96,881 *
3	81,340 *
4	68,000 *
5	53,840 *
6	51,412 *
7	43,350 *
8	43,264
9	42,070 *
10	37,500 *
11	35,200 *

AVERAGE "X" 56,621

AVERAGE ALL 61,665

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	87,006 *
2	80,017 *
3	73,000
4	(72,500)*
5	70,000 *
6	63,900 *
7	61,200
8	58,744 *
9	57,952 *
10	55,024 *
11	55,000 *
12	54,500 *
13	53,869 *
14	51,534 *
15	49,007 *
16	47,611 *
17	44,856 *
18	39,431 *
19	36,960 *
20	32,028

AVERAGE "X" 57,524

AVERAGE ALL 57,207

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	88,374 *
2	76,740
3	76,296 *
4	73,958
5	(72,500)*
6	68,000 *
7	66,310 *
8	65,469 *
9	61,700 *
10	61,000 *
11	56,200 *
12	53,647 *
13	51,929 *
14	49,900 *
15	48,000 *
16	46,512 *
17	46,224
18	45,148 *
19	43,500 *
20	37,569 *

AVERAGE "X" 58,356

AVERAGE ALL 59,449

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	74,624
2	65,820 *
3	65,675 *
4	64,500 *
5	60,000 *
6	56,517 *
7	55,636 *
8	55,500 *
9	55,100 *
10	53,469 *
11	52,500 *
12	51,508
13	51,500 *
14	50,076
15	49,448 *
16	48,797 *
17	47,400 *

RANK	SALARY
18	47,000 *
19	45,141 *
20	44,132 *

AVERAGE "X" 54,008

AVERAGE ALL 54,717

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	70,000 *
2	67,372 *
3	66,614 *
4	62,452
5	61,851 *
6	61,560 *
7	60,000 *
8	57,050 *
9	56,100 *
10	55,070 *
11	54,064 *
12	53,040 *
13	53,039 *
14	47,824 *
15	46,622 *
16	44,508
17	43,890 *
18	36,960 *

AVERAGE "X" 55,691

AVERAGE ALL 55,445

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	141,138 *
2	110,699 *
3	107,590 *
4	104,485 *
5	104,358
6	91,630 *
7	86,717 *
8	86,655 *
9	85,901 *
10	85,869 *

TABLE II (CONTINUED)
ATLANTA REGION

Page 37

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
(CONTINUED)	
11	84,529 *
12	78,843 *
13	78,740 *
14	72,000
15	60,582 *
16	58,710 *
17	52,100 *
18	42,432 *
19	41,982

AVERAGE "x" 84,789

AVERAGE ALL 82,893

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	90,000
2	66,732 *
3	65,000 *
4	59,687 *
5	56,650 *
6	56,624 *
7	55,397 *
8	55,000 *
9	54,142 *
10	50,000
11	45,296 *
12	44,078 *
13	42,420 *
14	40,000 *
15	37,128
16	34,836 *
17	34,067 *
18	33,990 *
19	29,833 *

AVERAGE "x" 48,360

AVERAGE ALL 50,046

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

RANK	SALARY
1	94,638
2	91,000 *
3	88,200 *
4	69,000

AVERAGE "x" 89,600

AVERAGE ALL 85,710

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	108,068 *
2	80,000 *
3	74,023 *
4	70,440 *
5	69,666
6	68,789
7	67,800 *
8	67,439 *
9	67,320 *
10	63,306 *
11	62,377 *
12	41,785 *
13	41,556

AVERAGE "x" 70,256

AVERAGE ALL 67,890

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	87,955 *
2	87,138
3	85,000 *
4	82,650 *
5	77,520 *
6	76,000 *
7	75,602 *
8	74,835 *
9	74,157 *
10	73,800 *

RANK	SALARY
11	71,137 *
12	67,521 *
13	63,350 *
14	63,317 *
15	63,009 *
16	61,685 *
17	61,008
18	60,000
19	59,000 *

AVERAGE "x" 72,284

AVERAGE ALL 71,825

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	81,133 *
2	72,765 *
3	71,550 *
4	68,800
5	65,600
6	64,730 *
7	63,866 *
8	61,000 *
9	58,643 *
10	56,609 *
11	53,458 *
12	52,000 *
13	49,890 *
14	49,754 *
15	48,923 *
16	48,915 *
17	43,200
18	42,421 *
19	36,487 *
20	36,254 *

AVERAGE "x" 55,788

AVERAGE ALL 56,300

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
1	127,070 *
2	121,885 *

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* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGIONPUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
(CONTINUED)	
3	108,150 *
4	108,048 *
5	108,000 *
6	103,711 *
7	94,500 *
8	92,558 *
9	84,500

AVERAGE "x" 107,990

AVERAGE ALL 105,380

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	104,050
2	92,700 *
3	60,000 *

AVERAGE "x" 76,350

AVERAGE ALL 85,583

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	110,000 *
2	(93,879)*
3	76,500 *
4	75,000 *
5	71,289 *
6	63,485 *
7	62,768 *
8	62,649 *
9	61,234 *
10	58,328 *
11	58,064
12	52,382
13	51,540

RANK SALARY
(CONTINUED)

AVERAGE "x" 73,513

AVERAGE ALL 69,009

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	97,850 *
2	(93,879)*
3	91,927 *
4	84,240 *
5	72,500 *
6	70,298
7	62,976 *
8	55,000 *

AVERAGE "x" 79,767

AVERAGE ALL 78,584

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	127,400 *
2	120,000 *
3	117,000 *
4	111,690 *
5	104,650 *
6	82,370 *
7	80,000

AVERAGE "x" 110,518

AVERAGE ALL 106,159

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	108,000 *
2	96,900 *
3	(95,500)*
4	92,000 *
5	92,000 *

RANK	SALARY
6	89,100 *
7	87,125
8	82,061 *
9	72,144
10	68,947 *
11	66,520 *
12	64,923 *
13	63,265 *
14	59,160 *
15	50,000 *

AVERAGE "x" 79,106

AVERAGE ALL 79,176

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	110,950 *
2	102,900 *
3	100,552
4	(95,500)*
5	75,000 *
6	66,984 *
7	65,864 *
8	64,086 *
9	63,637 *
10	62,800 *
11	62,095 *
12	60,600 *
13	57,384
14	56,777 *
15	50,000
16	47,808 *
17	45,038 *
18	39,641 *

AVERAGE "x" 67,979

AVERAGE ALL 68,201

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	108,829 *
2	101,200 *
3	62,095 *

TABLE II (CONTINUED)
ATLANTA REGION

Page 39

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
(CONTINUED)	
4	59,500
AVERAGE "x"	90,708
AVERAGE ALL	82,906

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	131,820 *
2	129,550
3	124,800 *
4	119,600 *
5	110,469 *
6	108,567 *
7	108,200 *
8	103,000
9	99,246 *
10	93,096
11	90,000 *
12	71,280 *

AVERAGE "x" 107,109

AVERAGE ALL 107,469

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	160,000 *
2	(116,769)*
3	92,390 *
4	90,000 *

AVERAGE "x" 114,790

AVERAGE ALL 114,790

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	112,800
2	107,302 *
3	96,199 *
4	87,550 *
5	86,756 *
6	76,884 *
7	75,750
8	72,000 *
9	71,972
10	71,770 *
11	70,839 *
12	66,780 *
13	65,000 *
14	54,352 *
15	53,597 *
16	48,294 *

AVERAGE "x" 73,640

AVERAGE ALL 76,115

DEANS:
AGRICULTURE

RANK	SALARY
1	128,521 *
2	118,700 *
3	117,239 *
4	115,000 *
5	101,906 *
6	101,700 *
7	93,200 *
8	85,000 *

AVERAGE "x" 107,658

AVERAGE ALL 107,658

DEANS:
ARCHITECTURE

RANK	SALARY
1	133,000
2	115,000 *
3	105,000 *

RANK	SALARY
4	100,900 *
5	95,300 *
6	87,485 *
7	85,000 *
8	84,125 *

AVERAGE "x" 96,116

AVERAGE ALL 100,726

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	153,250 *
2	127,000 *
3	125,000 *
4	115,770 *
5	115,312 *
6	107,700 *
7	105,800
8	96,900 *
9	93,120 *
10	90,000 *

AVERAGE "x" 113,784

AVERAGE ALL 112,985

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	161,236 *
2	161,000 *
3	154,000
4	144,200 *
5	141,000 *
6	137,700
7	133,700 *
8	129,000 *
9	120,586 *
10	120,000 *
11	116,817 *
12	115,375 *
13	113,000 *
14	109,500 *
15	105,000 *
16	105,000 *

* = NASULGC

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TABLE II (CONTINUED)
ATLANTA REGIONDEANS:
BUSINESS MANAGEMENT

RANK	SALARY
(CONTINUED)	
17	105,000 *
18	98,402 *
19	98,280 *
20	95,844

AVERAGE "x" 122,182

AVERAGE ALL 123,232

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	126,690
2	95,000 *
3	84,864 *
4	84,195 *
5	82,000
6	76,000 *
7	74,783 *
8	74,604 *
9	71,737 *
10	67,818 *

AVERAGE "x" 78,625

AVERAGE ALL 83,769

DEANS:
EDUCATION

RANK	SALARY
1	114,551 *
2	110,000 *
3	106,000 *
4	105,427 *
5	103,000 *
6	102,410 *
7	102,000 *
8	101,500 *
9	101,454 *
10	98,800
11	97,610 *
12	96,720 *

RANK	SALARY
13	96,390 *
14	93,500 *
15	91,572
16	87,100 *
17	84,500 *
18	84,000 *
19	76,083 *
AVERAGE "x"	97,779

AVERAGE ALL 97,506

DEANS:
ENGINEERING

RANK	SALARY
1	175,500 *
2	145,350
3	135,000 *
4	125,002 *
5	124,000 *
6	121,800 *
7	121,635 *
8	121,000 *
9	120,000 *
10	117,300 *
11	116,850 *
12	113,969 *
13	107,302 *
14	105,104 *
15	93,350 *
16	88,555 *

AVERAGE "x" 119,091

AVERAGE ALL 120,732

DEANS:
FINE ARTS

RANK	SALARY
1	110,000 *
2	98,718 *
3	92,095 *
4	91,140 *
5	89,748
6	76,498 *

RANK	SALARY (CONTINUED)
AVERAGE "x"	93,690
AVERAGE ALL	93,033

DEANS:
FORESTRY

RANK	SALARY
1	117,800 *
2	110,000 *
3	92,100 *
4	90,000 *
5	86,000 *

AVERAGE "x" 99,180

AVERAGE ALL 99,180

DEANS:
GRADUATE

RANK	SALARY
1	(116,769)*
2	109,700 *
3	108,088 *
4	106,053 *
5	104,000 *
6	103,000 *
7	95,000 *
8	95,000
9	94,700 *
10	89,573 *
11	84,500 *
12	84,000 *
13	81,321 *
14	79,368
15	74,450 *

AVERAGE "x" 96,243

AVERAGE ALL 95,035

TABLE II (CONTINUED)
ATLANTA REGION

Page 41

DEANS:
HOME ECONOMICS

RANK	SALARY
1	108,100 *
2	100,425 *
3	93,500 *
4	93,165 *
5	84,000 *

AVERAGE "x" 95,838

AVERAGE ALL 95,838

DEANS:
HUMANITIES

RANK	SALARY
1	106,000 *
2	99,666 *
3	98,910 *

AVERAGE "x" 101,525

AVERAGE ALL 101,525

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	112,000 *
2	100,014 *
3	97,000 *
4	96,900 *
5	(93,854)*
6	93,800 *
7	84,500 *

AVERAGE "x" 96,867

AVERAGE ALL 96,867

DEANS:
LAW

RANK	SALARY
1	148,988 *
2	146,000 *

RANK	SALARY
3	145,000 *
4	129,030 *
5	129,000
6	129,000 *
7	125,800 *
8	122,500 *
9	118,000 *
10	114,000 *
11	106,528 *

AVERAGE "x" 128,485

AVERAGE ALL 128,531

DEANS:
LIBERAL ARTS

RANK	SALARY
1	102,739 *
2	94,600 *
3	92,448
4	92,300 *
5	82,329 *

AVERAGE "x" 92,992

AVERAGE ALL 92,883

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	110,723 *
2	94,866 *
3	(93,854)*
4	92,700 *
5	82,819 *
6	80,501 *

AVERAGE "x" 92,577

AVERAGE ALL 92,577

DEANS:
SCIENCE

RANK	SALARY
1	117,520

RANK	SALARY
2	(112,441)*
3	104,140 *
4	103,062 *
5	95,844

AVERAGE "x" 106,548

AVERAGE ALL 106,601

DEANS:
SOCIAL WORK

RANK	SALARY
1	123,600 *
2	98,200 *
3	91,495 *
4	89,554 *
5	88,389 *
6	87,436 *
7	82,500 *

AVERAGE "x" 94,453

AVERAGE ALL 94,453

DEANS:
UNDERGRADUATE
STUDIES

RANK	SALARY
1	111,180 *
2	95,200 *
3	92,482 *
4	88,042 *
5	84,453 *
6	82,002 *

AVERAGE "x" 92,227

AVERAGE ALL 92,227

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	148,000 *
2	144,303 *
3	132,308 *
4	122,400 *

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* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGIONMEDICAL DEANS:
DENTISTRY

RANK	SALARY
5	107,494 *
AVERAGE "X"	130,901
AVERAGE ALL	130,901

RANK	SALARY
4	108,150 *
5	105,185 *
6	100,776 *
7	90,000 *
8	89,760 *
9	87,381 *
10	87,100 *
11	84,789 *
12	82,000 *
13	80,000 *

RANK	SALARY
2	120,700 *
3	118,500 *
4	111,794 *
5	97,450 *
6	93,983 *
AVERAGE "X"	114,095
AVERAGE ALL	114,095

MEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

AVERAGE "X"	99,355
AVERAGE ALL	99,355

RANK	SALARY
1	146,050 *
2	111,240 *
3	111,000
4	100,061 *
5	94,069 *
AVERAGE "X"	112,855
AVERAGE ALL	112,484

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	132,779 *
2	126,000 *
3	117,420 *
4	113,200 *
5	96,447 *
6	82,648 *

MEDICAL DEANS:
MEDICINE

AVERAGE "X"	111,416
AVERAGE ALL	111,416

RANK	SALARY
1	231,750 *
2	203,256 *
3	201,696 *
4	188,927 *
5	(177,084)*
6	143,364 *
7	92,500 *
AVERAGE "X"	176,940
AVERAGE ALL	176,940

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	144,000 *
2	139,802 *
3	137,602 *
4	92,775 *

AVERAGE "X"	128,545
-------------	---------

MEDICAL DEANS:
NURSING

AVERAGE ALL	128,545
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MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	142,123 *
2	118,850 *
3	115,506 *

RANK	SALARY
1	142,140 *

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG EIGHTY-FIVE STATE-SUPPORTED
UNIVERSITIES IN FORTY-FIVE STATES BY
EQUAL OPPORTUNITY REGIONS
-CHICAGO REGION-

The Chicago Region as defined by the Equal Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The seventeen participating universities from this region are as follows:

BALL STATE UNIVERSITY
*INDIANA UNIVERSITY-BLOOMINGTON
*MIAMI UNIVERSITY
*MICHIGAN STATE UNIVERSITY
NORTHERN ILLINOIS UNIVERSITY
*OHIO STATE UNIVERSITY
*SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE
THE UNIVERSITY OF AKRON
*UNIVERSITY OF CINCINNATI
*UNIVERSITY OF ILLINOIS AT CHICAGO
*UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
*UNIVERSITY OF MICHIGAN
*UNIVERSITY OF MINNESOTA-TWIN CITIES
*UNIVERSITY OF TOLEDO
*UNIVERSITY OF WISCONSIN-MILWAUKEE
*UNIVERSITY OF WISCONSIN-MADISON
WESTERN MICHIGAN UNIVERSITY

* Member of National Association of State Universities and Land-Grant Colleges.

TABLE II (CONTINUED)
CHICAGO REGIONADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM
OF MULTI-CAMPUSES

RANK	SALARY
1	214,564 *
2	160,476 *
3	152,300 *
4	142,000 *
5	128,760 *

AVERAGE "x" 159,620

AVERAGE ALL 159,620

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	206,070 *
2	180,000 *
3	165,500 *
4	155,000 *
5	151,960 *
6	150,000 *
7	145,193
8	138,600
9	135,000
10	121,050 *
11	118,725 *
12	116,604
13	115,584 *

AVERAGE "x" 151,543

AVERAGE ALL 146,099

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT

RANK	SALARY
1	103,100 *
2	95,000
3	86,300 *

AVERAGE "x" 94,700

AVERAGE ALL 94,800

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	113,000
2	87,600 *
3	87,072
4	86,000 *
5	84,400 *
6	83,455
7	80,160 *
8	64,640 *
9	57,690 *
10	52,151 *

AVERAGE "x" 73,234

AVERAGE ALL 79,617

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
INFORMATION MANAGEMENT

RANK	SALARY
1	163,000 *
2	102,300 *
3	91,188

AVERAGE "x" 132,650

AVERAGE ALL 118,829

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	117,250 *
2	100,110 *
3	93,000 *
4	91,057 *
5	84,672 *
6	82,068 *
7	80,000
8	79,000 *
9	77,500 *
10	69,998 *
11	62,280
12	59,245

RANK SALARY
(CONTINUED)

AVERAGE "x" 88,295

AVERAGE ALL 83,015

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	91,700 *
2	85,410 *
3	85,000 *
4	81,478 *
5	71,000 *
6	70,400 *
7	69,010 *
8	69,000 *
9	67,920
10	64,460
11	61,700
12	60,965 *
13	58,686 *
14	47,802
15	45,048 *

AVERAGE "x" 71,609

AVERAGE ALL 68,639

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	80,300 *
2	69,396
3	67,219 *
4	66,194 *
5	64,500 *
6	63,360 *
7	62,236 *
8	61,750 *
9	60,363 *
10	56,800
11	48,979
12	48,750

TABLE II (CONTINUED)
CHICAGO REGION

Page 45

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

(CONTINUED)

AVERAGE "x" 65,740

AVERAGE ALL 62,487

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	118,782 *
2	102,000 *
3	100,246 *
4	94,940 *
5	94,940 *
6	91,133 *
7	91,056
8	72,807
9	72,636 *
10	70,100 *
11	62,900 *
12	51,735

AVERAGE "x" 89,742

AVERAGE ALL 85,273

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY
1	192,042 *
2	161,004 *
3	136,350 *
4	135,000 *
5	119,500 *
6	117,240 *
7	(115,000)
8	106,731 *
9	102,483 *
10	99,159 *
11	94,884

AVERAGE "x" 129,945

AVERAGE ALL 125,399

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	130,000 *
2	125,000 *
3	(115,000)
4	107,041
5	89,077

AVERAGE "x" 127,500

AVERAGE ALL 113,224

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	134,000 *
2	115,500 *
3	113,150 *
4	110,500 *
5	107,535 *
6	105,828 *
7	104,000 *
8	93,946 *
9	93,720 *
10	91,800 *
11	91,688 *
12	90,000 *
13	88,000
14	87,045 *
15	82,978
16	82,313
17	75,240

AVERAGE "x" 102,978

AVERAGE ALL 98,073

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	186,056 *
2	130,008 *
3	119,300 *
4	118,100 *
5	115,000 *

RANK	SALARY
6	103,832
7	96,000
8	94,944 *
9	91,075 *
10	74,900 *

AVERAGE "x" 116,173

AVERAGE ALL 112,922

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	136,400 *
2	99,672 *
3	95,050 *
4	94,440 *
5	83,731 *
6	76,362
7	75,200 *
8	72,400
9	71,399 *
10	66,898 *
11	57,816
12	54,431 *
13	53,014 *

AVERAGE "x" 83,024

AVERAGE ALL 79,755

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	99,744 *
2	85,725 *
3	65,000 *
4	63,888 *
5	61,671 *
6	54,000 *
7	53,758 *
8	47,901
9	44,364 *
10	43,297

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* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGIONBUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

(CONTINUED)

AVERAGE "X" 66,019

AVERAGE ALL 61,935

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	80,360 *
2	73,533
3	67,500 *
4	40,904

AVERAGE "X" 73,930

AVERAGE ALL 65,574

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	81,254 *
2	76,382 *
3	66,060 *
4	66,060 *
5	65,975 *
6	61,250
7	60,952
8	59,500 *
9	52,338 *
10	52,284
11	52,284 *
12	46,872 *

AVERAGE "X" 62,969

AVERAGE ALL 61,768

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	83,000 *

RANK	SALARY
2	80,500 *
3	62,300 *
4	60,624 *
5	60,288 *
6	59,100 *
7	56,294 *
8	55,548 *
9	54,811 *
10	54,253
11	48,033
12	44,525 *
13	43,440
14	43,297
15	41,600 *

AVERAGE "X" 59,872

AVERAGE ALL 56,508

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	125,000 *
2	92,500 *
3	89,000 *
4	75,850
5	74,436 *
6	70,684
7	65,252 *
8	64,092
9	56,315
10	54,060 *
11	53,500 *
12	48,912 *
13	45,558 *

AVERAGE "X" 72,024

AVERAGE ALL 70,397

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	74,530 *
2	65,975 *
3	57,024 *
4	53,703

RANK	SALARY
5	48,978 *
6	44,596 *
7	43,764
8	42,927
9	42,230 *
10	37,500 *
11	36,483
12	35,452 *

AVERAGE "X" 50,786

AVERAGE ALL 48,597

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	150,000 *
2	115,000 *
3	110,500 *
4	99,000 *
5	82,591 *
6	80,600 *
7	80,360 *
8	76,819 *
9	76,772
10	66,500 *
11	61,488 *
12	61,000 *
13	60,355 *
14	57,780
15	41,500

AVERAGE "X" 87,018

AVERAGE ALL 81,351

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	134,400 *
2	120,000 *
3	111,100 *
4	104,235 *
5	102,310 *
6	99,800 *
7	98,000
8	94,500 *

TABLE II (CONTINUED)
CHICAGO REGION

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
(CONTINUED)	
9	91,440 *
10	89,964
11	85,188
12	81,775 *
13	81,334
14	78,666 *

AVERAGE "x" 101,823

AVERAGE ALL 98,051

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	101,184 *
2	86,688 *
3	78,330 *
4	75,000 *
5	74,623
6	74,400 *
7	72,625 *
8	71,974 *
9	68,796 *
10	68,500 *
11	56,210
12	55,248

AVERAGE "x" 77,500

AVERAGE ALL 73,632

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	95,800 *
2	75,520 *
3	75,192 *
4	70,100
5	55,806 *
6	53,893 *
7	50,000 *
8	49,480 *

RANK SALARY
(CONTINUED)

AVERAGE "x" 65,099

AVERAGE ALL 65,724

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	110,000 *
2	88,900 *
3	85,165 *
4	85,000 *
5	(82,404)*
6	80,800 *
7	78,000 *
8	77,343 *
9	74,496
10	63,180 *
11	61,244 *
12	58,744
13	44,020

AVERAGE "x" 81,204

AVERAGE ALL 76,100

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	92,700 *
2	90,500 *
3	78,358 *
4	75,400 *
5	74,000 *
6	73,600 *
7	69,564
8	68,500 *
9	66,000 *
10	64,392 *
11	61,200 *
12	60,870 *
13	56,225
14	55,097
15	47,100 *

RANK SALARY
(CONTINUED)

AVERAGE "x" 71,052

AVERAGE ALL 68,900

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	85,575 *
2	(82,404)*
3	78,257 *
4	77,500 *
5	72,100 *
6	71,120 *
7	65,900 *
8	64,010
9	62,400 *
10	62,235
11	60,984 *
12	59,450 *
13	59,088
14	58,169 *
15	57,348
16	56,905 *
17	53,040 *

AVERAGE "x" 67,985

AVERAGE ALL 66,264

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	107,604 *
2	101,800 *
3	88,056 *
4	81,500 *
5	78,430 *
6	76,050 *
7	75,900 *
8	71,784 *
9	67,000 *
10	65,964
11	63,263
12	59,347
13	58,000 *

TABLE II (CONTINUED)
CHICAGO REGIONSTUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
(CONTINUED)	
14	52,000 *
15	46,920 *
16	41,400 *

AVERAGE "X" 72,804

AVERAGE ALL 70,939

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	176,750 *
2	137,328 *
3	120,116 *
4	116,725 *
5	114,756 *
6	103,520 *
7	96,106
8	92,697 *
9	86,664
10	86,054 *
11	85,500 *
12	83,180 *
13	75,689
14	75,200 *
15	74,947
16	71,352 *

AVERAGE "X" 105,265

AVERAGE ALL 99,787

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	70,008 *
2	69,132
3	68,275 *
4	60,500 *
5	58,400 *
6	55,788 *
7	55,420 *

RANK	SALARY
8	54,826
9	54,303 *
10	54,000 *
11	52,978 *
12	52,520 *
13	36,107
14	34,082

AVERAGE "X" 58,229

AVERAGE ALL 55,460

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

RANK	SALARY
1	102,789 *
2	82,475 *
3	67,000 *
4	63,342 *

AVERAGE "X" 78,902

AVERAGE ALL 78,902

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	111,300 *
2	89,869 *
3	81,816 *
4	76,772
5	64,754 *
6	58,834
7	53,078 *

AVERAGE "X" 80,163

AVERAGE ALL 76,632

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	115,000 *
2	105,000 *
3	100,100 *

RANK	SALARY
4	100,000 *
5	92,607 *
6	85,193 *
7	81,000 *
8	77,597 *
9	75,000 *
10	74,463 *
11	72,248 *
12	71,000 *
13	70,452
14	66,400
15	39,360 *

AVERAGE "X" 83,736

AVERAGE ALL 81,695

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	84,880 *
2	77,700 *
3	75,600 *
4	71,395 *
5	68,833 *
6	64,933
7	63,000 *
8	59,352
9	59,350 *
10	57,794
11	57,500 *
12	57,415
13	56,004 *
14	46,500 *

AVERAGE "X" 66,076

AVERAGE ALL 64,304

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
1	108,077 *
2	101,830 *
3	88,150
4	86,736
5	85,519

TABLE II (CONTINUED)
CHICAGO REGION

Page 49

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

(CONTINUED)

AVERAGE "x" 104,954

AVERAGE ALL 94,062

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	111,900 *
2	95,000 *
3	80,500 *
4	76,053 *
5	74,425 *

AVERAGE "x" 87,576

AVERAGE ALL 87,576

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	128,985 *
2	90,000 *
3	80,750 *
4	69,136 *
5	65,998 *
6	60,975 *
7	55,824
8	55,339
9	53,000
10	47,853 *

AVERAGE "x" 77,671

AVERAGE ALL 70,786

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	102,588 *
2	82,740

RANK	SALARY
3	82,226
4	68,500 *
5	66,194 *
6	57,226 *
7	45,013 *

AVERAGE "x" 67,904

AVERAGE ALL 72,070

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	161,914 *
2	130,008 *
3	111,300 *
4	96,354 *

AVERAGE "x" 124,894

AVERAGE ALL 124,894

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	90,854 *
2	72,500
3	70,750 *
4	68,095
5	55,500 *

AVERAGE "x" 72,368

AVERAGE ALL 71,540

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	120,000 *
2	98,600 *
3	77,255 *
4	67,470
5	59,124 *
6	53,061 *
7	52,000

RANK	SALARY
8	51,900 *
9	43,200 *
10	42,594
11	40,116
12	38,644 *

AVERAGE "x" 67,723

AVERAGE ALL 61,997

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	122,000 *
2	105,468 *
3	104,535 *
4	71,797 *
5	67,014 *

AVERAGE "x" 94,163

AVERAGE ALL 94,163

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	180,000 *
2	150,000 *
3	86,750 *

AVERAGE "x" 138,917

AVERAGE ALL 138,917

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	142,000 *
2	119,600 *
3	118,688 *
4	(112,000)*
5	107,100 *
6	(97,425)*

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGIONRESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

(CONTINUED)

AVERAGE "x" 116,136

AVERAGE ALL 116,136

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	120,643 *
2	103,696 *
3	77,000 *
4	75,770 *
5	74,850 *
6	70,200
7	66,410 *
8	58,644
9	53,397
10	48,028 *

AVERAGE "x" 80,914

AVERAGE ALL 74,864

DEANS:
AGRICULTURE

RANK	SALARY
1	142,625 *
2	140,000 *
3	128,508 *
4	122,250 *
5	122,103 *
6	90,000 *

AVERAGE "x" 124,248

AVERAGE ALL 124,248

DEANS:
ARCHITECTURE

RANK	SALARY
1	115,000 *

RANK	SALARY
2	113,700 *
3	112,379 *
4	111,996 *
5	105,000 *
6	96,800 *
7	89,933

AVERAGE "x" 109,146

AVERAGE ALL 106,401

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	166,000 *
2	163,700 *
3	133,825 *
4	128,000 *
5	125,000 *
6	120,103 *
7	110,000
8	104,916
9	104,064 *
10	103,600 *
11	101,000 *
12	97,333
13	92,250

AVERAGE "x" 127,255

AVERAGE ALL 119,215

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	199,950 *
2	165,000 *
3	163,700 *
4	159,803 *
5	151,500 *
6	150,000 *
7	131,300 *
8	118,188 *
9	117,420 *
10	116,750 *
11	111,784
12	105,000 *

RANK	SALARY
13	104,845 *
14	100,344 *
15	100,000
16	99,595
17	84,624

AVERAGE "x" 137,215

AVERAGE ALL 128,224

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	108,800 *
2	102,000 *
3	98,387 *
4	92,000 *
5	89,600 *
6	88,100 *
7	87,336 *
8	77,789
9	61,703 *
10	60,000

AVERAGE "x" 90,991

AVERAGE ALL 86,572

DEANS:
EDUCATION

RANK	SALARY
1	128,000 *
2	123,200 *
3	122,306 *
4	120,000 *
5	110,100 *
6	110,004 *
7	107,661 *
8	105,200 *
9	97,916 *
10	96,497 *
11	94,000 *
12	93,899
13	93,348
14	89,688 *
15	86,733
16	80,375 *

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

DEANS:
EDUCATION

RANK	SALARY
(CONTINUED)	
17	80,000
AVERAGE "X"	106,534
AVERAGE ALL	102,290

DEANS:
ENGINEERING

RANK	SALARY
1	167,200 *
2	158,100 *
3	155,004 *
4	153,327 *
5	145,000 *
6	144,585 *
7	137,200 *
8	130,000 *
9	122,962
10	119,025 *
11	116,424
12	108,733
13	107,556 *
14	100,167 *

AVERAGE "X" 137,924

AVERAGE ALL 133,235

DEANS:
FINE ARTS

RANK	SALARY
1	115,000 *
2	110,052 *
3	99,000 *
4	94,320
5	88,825
6	84,433
7	80,835
8	74,603 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 99,664

AVERAGE ALL 93,384

DEANS:
GRADUATE

RANK	SALARY
1	144,200 *
2	132,500 *
3	130,000 *
4	125,710 *
5	114,024 *
6	(97,425) *
7	90,684
8	88,589 *
9	82,311
10	81,900 *
11	68,850
12	65,900

AVERAGE "X" 114,294

AVERAGE ALL 101,841

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	116,500 *
2	86,800
3	83,639

AVERAGE "X" 116,500

AVERAGE ALL 95,646

DEANS:
HOME ECONOMICS

RANK	SALARY
1	120,000 *
2	112,633 *
3	108,406 *
4	105,300 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 111,585

AVERAGE ALL 111,585

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	103,000 *
2	101,300 *
3	95,950 *

AVERAGE "X" 100,083

AVERAGE ALL 100,083

DEANS:
LAW

RANK	SALARY
1	173,700 *
2	171,800 *
3	161,000 *
4	160,008 *
5	145,581 *
6	139,764
7	130,000 *
8	127,512 *
9	123,165 *
10	120,000 *
11	103,540

AVERAGE "X" 145,863

AVERAGE ALL 141,461

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	165,700 *
2	103,000 *
3	93,946 *
4	91,926 *
5	91,500 *

TABLE II (CONTINUED)
CHICAGO REGIONDEANS:
LIBRARY SCIENCE

(CONTINUED)

AVERAGE "x" 109,214

AVERAGE ALL 109,214

DEANS:
MUSIC

RANK	SALARY
1	132,500 *
2	120,500 *
3	117,384 *
4	86,736 *

AVERAGE "x" 114,280

AVERAGE ALL 114,280

DEANS:
SCIENCE

RANK	SALARY
1	131,346 *
2	126,316
3	126,000 *
4	89,016 *

AVERAGE "x" 115,454

AVERAGE ALL 118,170

DEANS:
SOCIAL WORK

RANK	SALARY
1	127,700 *
2	120,000 *
3	87,975 *
4	81,000 *
5	79,725 *

AVERAGE "x" 99,280

AVERAGE ALL 99,280

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	99,750 *
2	87,756 *
3	70,155
4	50,058 *
5	45,000

AVERAGE "x" 79,188

AVERAGE ALL 70,544

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	163,200 *
2	139,000 *
3	120,000 *
4	119,095 *

AVERAGE "x" 135,324

AVERAGE ALL 135,324

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	262,200 *
2	260,314 *
3	170,252 *
4	162,775 *
5	141,018 *
6	140,004 *
7	131,550 *

AVERAGE "x" 181,159

AVERAGE ALL 181,159

MEDICAL DEANS:
NURSING

RANK	SALARY
1	144,200 *

RANK	SALARY
2	118,622 *
3	115,638 *
4	114,653 *
5	113,600 *
6	110,832 *
7	95,798 *
8	91,000
9	79,500 *

AVERAGE "x" 111,605

AVERAGE ALL 109,316

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	153,200 *
2	137,000 *
3	121,224 *
4	113,457 *
5	106,128 *
6	102,000 *
7	99,359 *

AVERAGE "x" 118,910

AVERAGE ALL 118,910

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	157,800 *
2	129,500 *
3	127,543 *

AVERAGE "x" 138,281

AVERAGE ALL 138,281

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	134,600 *
2	121,819 *
3	121,200 *

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

Page 53

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
(CONTINUED)	
4	116,300 *
AVERAGE "*"	123,480
AVERAGE ALL	123,480

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG EIGHTY-FIVE UNIVERSITIES IN FORTY-FIVE
STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The eleven participating universities* from this region are as follows:

LSU AND A & M COLLEGE
NEW MEXICO STATE UNIVERSITY
OKLAHOMA STATE UNIVERSITY
TEXAS A & M UNIVERSITY
TEXAS WOMAN'S UNIVERSITY
TEXAS TECH
UNIVERSITY OF ARKANSAS
UNIVERSITY OF HOUSTON
UNIVERSITY OF NEW MEXICO
UNIVERSITY OF NORTH TEXAS
UNIVERSITY OF OKLAHOMA

* Ten of the eleven reporting institutions are members of the National Association of State Universities and Land-Grant Colleges so no designator was used on this listing to help maintain anonymity.

TABLE II (CONTINUED)
DALLAS REGION

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ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM
OF MULTI-CAMPUSES

RANK	SALARY
1	190,000 *
2	152,880 *
3	141,500 *
AVERAGE "x"	161,460
AVERAGE ALL	161,460

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	170,170 *
2	156,046 *
3	153,000 *
4	151,470 *
5	141,043
6	135,370 *
7	126,360 *
8	126,000 *
AVERAGE "x"	145,488
AVERAGE ALL	144,932

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	82,600 *
2	75,000 *
3	65,678 *
4	64,436 *
5	64,000 *
6	62,400 *
7	51,500 *
8	50,000 *
AVERAGE "x"	64,452
AVERAGE ALL	64,452

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	96,180 *
2	90,407 *
3	80,870 *
4	79,568 *
5	76,008 *
6	75,119 *
7	74,230 *
8	63,206
9	40,000 *
AVERAGE "x"	76,548
AVERAGE ALL	75,065

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	69,000 *
2	62,566 *
3	54,100 *
4	52,530 *
5	48,000 *
6	47,750 *
7	47,454 *
8	43,125 *
9	40,323 *
AVERAGE "x"	51,650
AVERAGE ALL	51,650

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	71,580 *
2	63,697 *
3	60,401 *
4	60,024 *
5	58,344 *
6	56,254 *
7	49,935 *
8	41,516

RANK SALARY
(CONTINUED)

AVERAGE "x"	60,034
AVERAGE ALL	57,719

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	101,000 *
2	95,000 *
3	89,253 *
4	77,703 *
5	73,143
6	69,438 *
7	58,125 *

AVERAGE "x"	81,753
AVERAGE ALL	80,523

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY
1	130,038 *
2	115,000 *
3	109,206
4	93,000 *
5	83,465 *

AVERAGE "x"	105,376
AVERAGE ALL	106,142

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	162,147 *
2	140,004 *
3	140,000 *
4	130,000 *
5	124,579 *
6	124,000 *

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* = NASULGC

TABLE II (CONTINUED)
DALLAS REGIONACADEMIC OFFICERS:
PROVOST

(CONTINUED)

AVERAGE "X" 136,788

AVERAGE ALL 136,788

ACADEMIC OFFICERS:
DIRECTOR
LIBRARIES

RANK	SALARY
1	115,000 *
2	95,000 *
3	85,500 *
4	83,000 *
5	81,761 *
6	80,628 *
7	80,580 *
8	80,340 *
9	80,070 *
10	78,097 *
11	76,411

AVERAGE "X" 85,998

AVERAGE ALL 85,126

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	127,308 *
2	124,836 *
3	113,450 *
4	106,078 *
5	104,000 *
6	103,959 *
7	103,768 *
8	99,310
9	98,174 *
10	96,733 *

AVERAGE "X" 108,701

AVERAGE ALL 107,762

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	94,999 *
2	89,760 *
3	86,000 *
4	81,060 *
5	75,450 *
6	63,000 *
7	64,265
8	63,762 *
9	49,390 *

AVERAGE "X" 76,053

AVERAGE ALL 74,743

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	57,630 *
2	56,556 *
3	55,724 *
4	47,426 *
5	47,000 *
6	43,850 *
7	40,937 *
8	35,520 *

AVERAGE "X" 48,080

AVERAGE ALL 48,080

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	67,123 *
2	65,000 *
3	56,650 *

AVERAGE "X" 62,924

AVERAGE ALL 62,924

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	71,340 *
2	60,600 *
3	60,000 *
4	59,940
5	55,956 *
6	54,000 *
7	52,524 *
8	51,468 *
9	50,496 *
10	49,337 *

AVERAGE "X" 56,191

AVERAGE ALL 56,566

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	67,447 *
2	66,000 *
3	64,340 *
4	62,939 *
5	53,491 *
6	50,076
7	49,971 *
8	49,516 *
9	47,741 *
10	44,048 *

AVERAGE "X" 56,144

AVERAGE ALL 55,537

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	82,315 *
2	80,000 *
3	70,190 *
4	67,945 *
5	62,293 *
6	61,000 *
7	57,409

TABLE II (CONTINUED)
DALLAS REGION

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BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
(CONTINUED)	
8	46,800 *
9	37,932 *
AVERAGE "x"	63,559
AVERAGE ALL	62,876

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	48,050 *
2	45,000 *
3	43,355 *
4	38,928 *
5	36,672 *

AVERAGE "x" 42,401

AVERAGE ALL 42,401

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	83,208 *
2	77,300 *
3	73,891 *
4	72,822 *
5	69,480 *
6	65,000 *
7	62,915 *
8	60,859
9	60,040 *
10	60,000 *
11	54,864 *

AVERAGE "x" 67,952

AVERAGE ALL 67,307

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	100,373 *
2	100,000 *
3	99,273 *
4	94,500 *
5	93,627 *
6	90,252 *
7	88,933 *
8	88,275
9	87,445 *
10	87,000 *
11	80,391 *

AVERAGE "x" 92,229

AVERAGE ALL 91,870

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	65,706 *
2	65,161 *
3	63,232 *
4	60,000 *
5	53,864 *
6	49,625 *
7	47,544 *

AVERAGE "x" 57,876

AVERAGE ALL 57,876

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	90,245 *
2	87,782 *
3	72,504 *
4	54,251 *
5	46,900 *
6	45,053 *
7	34,479 *

RANK SALARY
(CONTINUED)

AVERAGE "x" 61,602

AVERAGE ALL 61,602

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	71,616 *
2	62,831 *
3	62,029 *
4	59,472 *
5	58,360 *
6	57,525 *
7	57,314
8	55,692 *
9	47,680 *
10	42,192 *

AVERAGE "x" 57,489

AVERAGE ALL 57,471

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	70,332 *
2	69,935 *
3	62,493 *
4	59,180 *
5	58,360 *
6	52,931 *
7	52,240 *
8	51,463
9	50,000 *

AVERAGE "x" 59,434

AVERAGE ALL 58,548

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	91,802 *

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* = NASULGC

TABLE II (CONTINUED)
DALLAS REGIONSTUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
(CONTINUED)	
2	64,408 *
3	60,859
4	59,455 *
5	55,709 *
6	55,692 *
7	55,482 *
8	54,493 *
9	49,837 *
10	49,625 *
11	45,500 *

AVERAGE "x" 58,200

AVERAGE ALL 58,442

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	66,340 *
2	64,265 *
3	60,203 *
4	60,156 *
5	52,490 *
6	51,058 *
7	51,000 *
8	50,160 *
9	46,671
10	36,000 *

AVERAGE "x" 54,630

AVERAGE ALL 53,834

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	109,273 *
2	86,094 *
3	82,791 *
4	82,592 *
5	77,769 *
6	77,440 *

RANK	SALARY
7	75,972 *
8	73,500
9	63,440 *
10	58,605 *
11	44,558 *

AVERAGE "x" 75,853

AVERAGE ALL 75,639

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	65,001 *
2	61,266 *
3	59,673 *
4	57,288 *
5	50,287 *
6	46,527 *
7	45,000 *
8	44,300 *
9	43,001 *
10	39,802
11	33,322 *

AVERAGE "x" 50,567

AVERAGE ALL 49,588

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	72,724 *
2	70,550 *
3	60,000 *
4	57,300 *

AVERAGE "x" 65,144

AVERAGE ALL 65,144

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	83,500 *

RANK	SALARY
2	79,335 *
3	76,860 *
4	75,500 *
5	73,840 *
6	71,828 *
7	70,778 *
8	70,434 *
9	69,090 *
10	63,186
11	56,608 *

AVERAGE "x" 72,777

AVERAGE ALL 71,905

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	71,626 *
2	67,078 *
3	59,592 *
4	59,500 *
5	59,283 *
6	58,350 *
7	57,332 *
8	55,913 *
9	52,593
10	49,514 *
11	48,247 *

AVERAGE "x" 58,644

AVERAGE ALL 58,093

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
1	112,500 *
2	110,160 *
3	100,835 *
4	98,145 *
5	86,417 *
6	86,000 *
7	84,540

TABLE II (CONTINUED)
DALLAS REGION

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PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

(CONTINUED)

AVERAGE "X" 99,010

AVERAGE ALL 96,942

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	104,620 *
2	95,500 *
3	60,925 *

AVERAGE "X" 87,015

AVERAGE ALL 87,015

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	97,766 *
2	92,502 *
3	74,278 *
4	58,655 *
5	56,000 *
6	55,602 *
7	51,836 *
8	49,500 *
9	40,476 *
10	38,396 *

AVERAGE "X" 62,575

AVERAGE ALL 61,501

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	84,298 *
2	82,368 *
3	82,160 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 82,942

AVERAGE ALL 82,942

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	108,668 *
2	75,684 *
3	73,217 *

AVERAGE "X" 85,856

AVERAGE ALL 85,856

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	100,000 *
2	83,463 *
3	75,658 *
4	61,320 *
5	52,966 *
6	29,172 *

AVERAGE "X" 67,097

AVERAGE ALL 67,097

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	75,684 *
2	71,110 *
3	70,420 *
4	69,411 *
5	62,454 *
6	58,024 *
7	55,679 *
8	34,161 *
9	31,203 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 61,748

AVERAGE ALL 58,683

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	111,419 *
2	109,200 *
3	95,544 *
4	70,019 *

AVERAGE "X" 96,546

AVERAGE ALL 96,546

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	136,476 *
2	110,076 *
3	108,150 *
4	(98,462) *
5	87,245 *

AVERAGE "X" 108,082

AVERAGE ALL 108,082

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	106,392 *
2	67,000 *
3	67,000 *
4	62,063 *
5	60,000 *
6	54,878 *
7	52,524 *
8	51,564 *

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* = NASULGC

TABLE II (CONTINUED)
DALLAS REGIONRESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

(CONTINUED)

AVERAGE "x" 66,649

AVERAGE ALL 65,178

DEANS:
AGRICULTURE

RANK	SALARY
1	175,100 *
2	104,673 *
3	104,220 *
4	95,650 *
5	95,000 *
6	89,431 *

AVERAGE "x" 110,679

AVERAGE ALL 110,679

DEANS:
ARCHITECTURE

RANK	SALARY
1	100,000 *
2	98,810 *
3	94,873 *
4	93,628 *
5	92,000 *
6	91,970 *
7	90,000 *

AVERAGE "x" 94,469

AVERAGE ALL 94,469

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	115,000 *
2	104,794 *
3	99,900 *
4	95,680 *

RANK	SALARY
5	95,208 *
6	95,000 *
7	95,000 *
8	94,728 *
9	79,896

AVERAGE "x" 99,414

AVERAGE ALL 97,245

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	163,768 *
2	155,000 *
3	152,250 *
4	123,136 *
5	122,004 *
6	114,290 *
7	111,558 *
8	110,445 *
9	106,603 *
10	98,629 *

AVERAGE "x" 125,768

AVERAGE ALL 125,768

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	94,347 *
2	83,957 *
3	80,255 *
4	75,959 *
5	74,902 *
6	39,924 *

AVERAGE "x" 74,891

AVERAGE ALL 74,891

DEANS:
EDUCATION

RANK	SALARY
1	122,004 *
2	106,111 *
3	100,000 *
4	100,000 *
5	98,809 *
6	98,800 *
7	93,560 *
8	90,252 *
9	89,000 *
10	79,391 *
11	76,125

AVERAGE "x" 97,793

AVERAGE ALL 95,823

DEANS:
ENGINEERING

RANK	SALARY
1	170,000 *
2	120,500 *
3	118,440 *
4	111,558 *
5	110,434 *
6	109,263 *
7	105,678 *
8	105,012 *
9	104,500 *

AVERAGE "x" 117,265

AVERAGE ALL 117,265

DEANS:
FINE ARTS

RANK	SALARY
1	100,700 *
2	99,000 *
3	75,000 *
4	57,114 *

TABLE II (CONTINUED)
DALLAS REGION

Page 61

DEANS:
FINE ARTS

(CONTINUED)

AVERAGE "X" 82,954

AVERAGE ALL 82,954

DEANS:
GRADUATE

RANK	SALARY
1	(98,462)*
2	98,152 *
3	90,000 *
4	90,000 *
5	84,364

AVERAGE "X" 94,154

AVERAGE ALL 92,196

DEANS:
HOME ECONOMICS

RANK	SALARY
1	103,306 *
2	99,672 *
3	88,913 *
4	56,012 *

AVERAGE "X" 86,976

AVERAGE ALL 86,976

DEANS:
LAW

RANK	SALARY
1	151,715 *
2	137,500 *
3	133,640 *
4	127,296 *
5	115,200 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 133,070

AVERAGE ALL 133,070

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	91,000 *
2	88,914 *
3	73,168

AVERAGE "X" 89,957

AVERAGE ALL 84,361

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	95,481 *
2	73,850 *
3	73,800 *
4	69,062 *

AVERAGE "X" 78,048

AVERAGE ALL 78,048

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	189,257 *
2	124,837 *
3	114,962 *

AVERAGE "X" 143,019

AVERAGE ALL 143,019

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	149,116 *
2	119,322 *
3	111,564 *

AVERAGE "X" 126,667

AVERAGE ALL 126,667

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG EIGHTY-FIVE UNIVERSITIES IN FORTY-FIVE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The eight participating universities* from this region are as follows:

COLORADO STATE UNIVERSITY
MONTANA STATE UNIVERSITY
NORTH DAKOTA STATE UNIVERSITY
UNIVERSITY OF MONTANA
UNIVERSITY OF NORTHERN COLORADO
UNIVERSITY OF UTAH
UNIVERSITY OF WYOMING
UTAH STATE UNIVERSITY

* Seven of the eight reporting institutions are members of National Association of States and Universities Land-Grant Colleges so no designator was used on this listing to help maintain anonymity.

TABLE II (CONTINUED)
DENVER REGION

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ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	141,284 *
2	129,376 *
3	125,000
4	119,940 *
5	99,653 *
6	96,699 *
7	96,699 *

AVERAGE "X" 113,942

AVERAGE ALL 115,522

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	81,702 *
2	62,200 *
3	31,300 *

AVERAGE "X" 58,401

AVERAGE ALL 58,401

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	93,700 *
2	77,200 *
3	74,500 *
4	63,500
5	53,724 *
6	52,200 *
7	50,895 *

AVERAGE "X" 67,037

AVERAGE ALL 66,531

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	60,000 *
2	59,500 *
3	52,500 *
4	40,596 *
5	39,240 *
6	32,200 *
7	23,480 *

AVERAGE "X" 43,931

AVERAGE ALL 43,931

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	62,500
2	62,500 *
3	55,000 *
4	44,748 *
5	44,220 *
6	43,600 *

AVERAGE "X" 50,014

AVERAGE ALL 52,095

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	107,640 *
2	63,600 *
3	47,100 *
4	45,396 *
5	44,676 *

AVERAGE "X" 61,682

AVERAGE ALL 61,682

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY
1	112,000 *
2	100,000
3	90,700 *
4	76,800 *

AVERAGE "X" 93,167

AVERAGE ALL 94,875

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	126,700 *
2	109,404 *
3	103,387 *
4	87,500 *
5	85,000 *

AVERAGE "X" 102,398

AVERAGE ALL 102,398

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	100,500 *
2	84,745 *
3	80,542 *
4	74,000
5	73,956 *
6	63,221 *
7	60,980 *

AVERAGE "X" 77,324

AVERAGE ALL 76,849

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	109,200 *

* = NASULGC

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TABLE II (CONTINUED)
DENVER REGIONBUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
2	45,960 *
3	36,201 *

RANK	SALARY (CONTINUED)
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AVERAGE "X"	70,816
-------------	--------

RANK	SALARY (CONTINUED)
------	-----------------------

AVERAGE "X"	54,487
-------------	--------

AVERAGE ALL	69,919
-------------	--------

2	103,000 *
3	91,300 *
4	86,964 *
5	82,500 *
6	43,100 *

AVERAGE ALL	54,487
-------------	--------

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASINGBUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

AVERAGE "X"	86,011
-------------	--------

RANK	SALARY
1	67,000 *
2	58,800 *
3	55,808 *
4	43,244 *
5	39,216 *
6	37,740 *
7	30,700 *

RANK	SALARY
1	52,560 *
2	33,959 *
3	33,400 *
4	33,372 *

AVERAGE "X"	38,323
-------------	--------

BUSINESS/FISCAL OFFICERS:
CONTROLLER

AVERAGE ALL	38,323
-------------	--------

RANK	SALARY
1	81,900 *
2	70,000 *
3	65,523 *
4	64,931
5	54,600 *
6	54,564 *
7	52,070 *

AVERAGE "X"	47,501
-------------	--------

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

AVERAGE ALL	47,501
-------------	--------

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	74,500 *
2	67,900 *
3	63,999 *
4	59,450
5	49,680 *
6	46,500 *
7	45,870 *
8	41,000 *

AVERAGE "X"	63,110
-------------	--------

RANK	SALARY
1	56,500 *
2	55,200 *
3	45,288 *
4	41,273
5	31,500 *
6	25,852 *

AVERAGE "X"	55,636
-------------	--------

AVERAGE ALL	63,370
-------------	--------

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

AVERAGE ALL	56,112
-------------	--------

RANK	SALARY
1	81,300 *
2	66,500 *
3	53,880 *

AVERAGE "X"	42,868
-------------	--------

AVERAGE ALL	42,602
-------------	--------

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICERSTUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

AVERAGE "X"	67,227
-------------	--------

RANK	SALARY
1	105,500 *
2	95,000
3	84,400 *
4	83,821 *
5	73,620 *
6	71,920 *

AVERAGE ALL	67,227
-------------	--------

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	80,800 *
2	77,200 *
3	71,000 *
4	66,180 *
5	65,431
6	58,900 *

RANK	SALARY
1	81,300 *

TABLE II (CONTINUED)
DENVER REGION

Page 65

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
7	41,500 *

RANK	SALARY
6	60,000
7	43,742 *

(CONTINUED)

AVERAGE "X" 83,852

AVERAGE "X" 50,837

AVERAGE "X" 69,475

AVERAGE ALL 85,710

AVERAGE ALL 50,431

AVERAGE ALL 68,121

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	66,101 *
2	64,500 *
3	53,139
4	48,240 *

RANK	SALARY
1	53,834
2	46,680 *
3	45,998 *
4	45,800 *
5	45,673 *
6	45,560 *
7	40,700 *

RANK	SALARY
1	46,500
2	46,220 *
3	43,008 *
4	42,500 *
5	41,774 *
6	41,117 *
7	40,000 *

AVERAGE "X" 59,614

AVERAGE "X" 45,069

AVERAGE "X" 42,437

AVERAGE ALL 57,995

AVERAGE ALL 46,321

AVERAGE ALL 43,017

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	65,900 *
2	56,000 *
3	55,531
4	52,170 *
5	49,646 *
6	49,632 *
7	43,200 *

RANK	SALARY
1	72,500 *
2	57,121 *
3	56,788 *
4	56,200 *
5	51,547
6	47,004 *
7	44,200 *
8	40,190 *

RANK	SALARY
1	61,150 *
2	56,496 *
	55,800 *

AVERAGE "X" 52,758

AVERAGE "X" 53,429

AVERAGE "X" 57,815

AVERAGE ALL 53,154

AVERAGE ALL 53,194

AVERAGE ALL 57,815

STUDENT AFFAIRS OFFICERS:
REGISTRAR

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	64,200 *
2	52,500 *
3	49,500 *
4	48,819 *
5	48,500 *
6	48,000

RANK	SALARY
1	97,008 *
2	80,000 *
3	70,100 *
4	64,000 *
5	62,000 *

RANK	SALARY
1	66,715
2	64,700 *
3	58,800 *
4	58,794 *
5	54,900 *

AVERAGE "X" 59,299

AVERAGE ALL 60,782

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

TABLE II (CONTINUED)
DENVER REGIONOPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	65,200 *
2	47,220 *
3	42,845 *
4	37,620 *
5	31,230 *
6	29,134 *

AVERAGE "X" 42,208

AVERAGE ALL 42,208

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
1	104,275 *
2	95,000
3	82,872 *

AVERAGE "X" 93,574

AVERAGE ALL 94,049

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	72,118 *
2	66,500 *
3	55,228 *
4	54,432 *
5	48,362 *
6	47,104 *
7	42,900 *

AVERAGE "X" 55,235

AVERAGE ALL 55,235

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	72,100 *

RANK	SALARY
2	63,360 *
3	61,100 *
4	48,000

AVERAGE "X" 65,587

AVERAGE ALL 61,190

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	76,351 *
2	69,632 *
3	49,000 *
4	45,000 *
5	43,270 *
6	42,516 *
7	41,676
8	41,500 *

AVERAGE "X" 52,467

AVERAGE ALL 51,118

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	94,000 *
2	85,200 *
3	78,000 *

AVERAGE "X" 85,733

AVERAGE ALL 85,733

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	128,500 *
2	115,920 *
3	100,000 *
4	92,412 *
5	85,000 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 104,366

AVERAGE ALL 104,366

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	82,538 *
2	62,292 *
3	60,129 *
4	54,360
5	44,985 *

AVERAGE "X" 62,486

AVERAGE ALL 60,861

DEANS:
AGRICULTURE

RANK	SALARY
1	123,000 *
2	91,333 *
3	83,000 *
4	82,296 *
5	82,000 *

AVERAGE "X" 92,326

AVERAGE ALL 92,326

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	87,600
2	84,504 *
3	82,555 *
4	78,800 *

AVERAGE "X" 81,953

AVERAGE ALL 83,365

TABLE II (CONTINUED)
DENVER REGION

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	110,914 *
2	87,516 *
3	87,360 *
4	86,200
5	80,000 *
6	70,720 *
7	68,600 *

AVERAGE "X" 84,185

AVERAGE ALL 84,473

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	84,787 *
2	75,000 *
3	74,600
4	74,490 *
5	60,800 *
6	54,717 *

AVERAGE "X" 69,959

AVERAGE ALL 70,732

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	100,000 *
2	92,085 *
3	70,838 *

AVERAGE "X" 87,641

AVERAGE ALL 87,641

DEANS:
EDUCATION

RANK	SALARY
1	87,600

RANK	SALARY
2	78,904 *
3	78,538 *
4	72,332 *
5	70,008 *
6	67,500 *

AVERAGE "X" 73,456

AVERAGE ALL 75,814

DEANS:
ENGINEERING

RANK	SALARY
1	96,657 *
2	92,640 *
3	90,360 *
4	84,835 *
5	81,800 *

AVERAGE "X" 89,258

AVERAGE ALL 89,258

DEANS:
FINE ARTS

RANK	SALARY
1	83,584
2	66,187 *
3	62,200 *

AVERAGE "X" 64,194

AVERAGE ALL 70,657

DEANS:
GRADUATE

RANK	SALARY
1	96,000 *
2	88,534 *
3	81,067 *
4	77,640 *
5	72,465 *
6	41,100 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 76,134

AVERAGE ALL 76,134

DEANS:
HUMANITIES

RANK	SALARY
1	83,840 *
2	71,200 *
3	65,381 *

AVERAGE "X" 73,474

AVERAGE ALL 73,474

DEANS:
LAW

RANK	SALARY
1	116,669 *
2	109,500 *
3	85,000 *

AVERAGE "X" 103,723

AVERAGE ALL 103,723

DEANS:
SCIENCE

RANK	SALARY
1	105,000 *
2	103,394 *
3	97,508 *
4	76,200 *

AVERAGE "X" 95,526

AVERAGE ALL 95,526

TABLE II (CONTINUED)
DENVER REGION

MEDICAL DEANS:

HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	93,000 *
2	85,600
3	63,233 *

AVERAGE "*" 78,117

AVERAGE ALL 80,611

MEDICAL DEANS:

PHARMACY

RANK	SALARY
1	80,680 *
2	77,200 *
3	70,820 *

AVERAGE "*" 76,233

AVERAGE ALL 76,233

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE
SALAIES PAID AMONG EIGHTY-FIVE UNIVERSITIES IN FORTY-FIVE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment
Opportunity Commission includes the states of Iowa, Kansas,
Missouri, and Nebraska. The five participating universities from
this region are as follows:

- *IOWA STATE UNIVERSITY
- *KANSAS STATE UNIVERSITY
- *UNIVERSITY OF KANSAS - LAWRENCE
- *UNIVERSITY OF MISSOURI - COLUMBIA
- *UNIVESITY OF NEBRASKA - LINCOLN

* Member of National Association of States and Universities Land-
Grant Colleges.

TABLE II (CONTINUED)
KANSAS CITY REGIONADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	176,750 *
2	150,000 *
3	147,800 *
4	133,650 *

AVERAGE "x" 152,050

AVERAGE ALL 152,050

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	87,666 *
2	85,392 *
3	80,700 *
4	53,407 *

AVERAGE "x" 76,791

AVERAGE ALL 76,791

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	109,080 *
2	100,920 *
3	79,008 *
4	69,000 *
5	64,000 *

AVERAGE "x" 84,402

AVERAGE ALL 84,402

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	(72,000) *
2	68,884 *
3	60,000 *
4	59,400 *

RANK SALARY
(CONTINUED)

AVERAGE "x" 65,071

AVERAGE ALL 65,071

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	(121,349) *
2	83,602 *
3	70,600 *
4	66,467 *
5	60,000 *

AVERAGE "x" 80,404

AVERAGE ALL 80,404

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	141,400 *
2	115,000 *
3	112,188 *

AVERAGE "x" 122,863

AVERAGE ALL 122,863

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	110,000 *
2	101,534 *
3	89,888 *
4	83,184 *
5	81,900 *

AVERAGE "x" 93,301

AVERAGE ALL 93,301

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	131,300 *
2	127,423 *
3	104,904 *
4	71,050 *

AVERAGE "x" 108,669

AVERAGE ALL 108,669

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	90,629 *
2	79,500 *
3	70,700 *
4	70,020 *

AVERAGE "x" 77,712

AVERAGE ALL 77,712

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	63,000 *
2	56,750 *
3	51,000 *
4	50,904 *
5	48,122 *

AVERAGE "x" 53,955

AVERAGE ALL 53,955

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	55,000 *
2	52,872 *
3	42,421 *

TABLE II (CONTINUED)
KANSAS CITY REGION

Page 71

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

(CONTINUED)

AVERAGE "x" 50,098

AVERAGE ALL 50,098

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	(121,349)*
2	80,236 *
3	64,860 *
4	55,300 *

AVERAGE "x" 80,436

AVERAGE ALL 80,436

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	63,000 *
2	61,508 *
3	48,563 *
4	43,800 *
5	40,855 *

AVERAGE "x" 51,545

AVERAGE ALL 51,545

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	72,975 *
2	72,000 *
3	66,811 *
4	65,000 *

AVERAGE "x" 69,197

AVERAGE ALL 69,197

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	112,791 *
2	110,900 *
3	110,000 *
4	(105,528)*
5	94,020 *

AVERAGE "x" 106,648

AVERAGE ALL 106,648

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	77,352 *
2	75,164 *
3	71,900 *

AVERAGE "x" 74,805

AVERAGE ALL 74,805

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	100,329 *
2	44,430 *
3	42,848 *
4	34,728 *

AVERAGE "x" 55,584

AVERAGE ALL 55,584

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	64,323 *
2	58,332 *
3	55,857 *
4	51,930 *

RANK SALARY
(CONTINUED)

AVERAGE "x" 57,611

AVERAGE ALL 57,611

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	76,405 *
2	64,623 *
3	55,715 *
4	54,432 *
5	48,230 *

AVERAGE "x" 59,881

AVERAGE ALL 59,881

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	65,720 *
2	51,492 *
3	48,230 *

AVERAGE "x" 55,147

AVERAGE ALL 55,147

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	76,988 *
2	69,050 *
3	65,920 *
4	60,504 *

AVERAGE "x" 68,116

AVERAGE ALL 68,116

TABLE II (CONTINUED)
KANSAS CITY REGIONSTUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	105,606 *
2	93,500 *
3	74,861 *
4	68,500 *
5	59,256 *

AVERAGE "X" 80,345

AVERAGE ALL 80,345

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	75,772 *
2	61,570 *
3	52,104 *
4	46,979 *
5	46,470 *

AVERAGE "X" 56,579

AVERAGE ALL 56,579

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	75,712 *
2	60,552 *
3	58,440 *

AVERAGE "X" 64,901

AVERAGE ALL 64,901

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	84,500 *
2	79,786 *
3	69,504 *
4	62,041 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 73,958

AVERAGE ALL 73,958

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	62,800 *
2	60,756 *
3	49,505 *
4	48,886 *
5	44,298 *

AVERAGE "X" 53,249

AVERAGE ALL 53,249

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	80,500 *
2	75,300 *
3	50,000 *
4	46,727 *
5	43,380 *

AVERAGE "X" 59,181

AVERAGE ALL 59,181

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	75,983 *
2	69,525 *
3	69,500 *

AVERAGE "X" 71,669

AVERAGE ALL 71,669

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	65,140 *
2	57,346 *
3	55,715 *
4	47,254 *

AVERAGE "X" 56,364

AVERAGE ALL 56,364

DEANS:
AGRICULTURE

RANK	SALARY
1	121,000 *
2	118,015 *
3	110,346 *
4	108,072 *

AVERAGE "X" 114,358

AVERAGE ALL 114,358

DEANS:
ARCHITECTURE

RANK	SALARY
1	101,578 *
2	92,628 *
3	86,970 *

AVERAGE "X" 93,725

AVERAGE ALL 93,725

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	120,000 *
2	100,620 *
3	99,000 *
4	98,500 *

TABLE II (CONTINUED)
KANSAS CITY REGION

Page 73

DEANS:
ARTS AND SCIENCES

(CONTINUED)

AVERAGE "*" 104,530

AVERAGE ALL 104,530

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	129,214 *
2	122,974 *
3	118,069 *
4	111,310 *
5	110,064 *

AVERAGE "*" 118,326

AVERAGE ALL 118,326

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	101,952 *
2	101,356 *
3	94,382 *
4	87,950 *

AVERAGE "*" 96,410

AVERAGE ALL 96,410

DEANS:
EDUCATION

RANK	SALARY
1	108,081 *
2	108,000 *
3	107,414 *
4	96,276 *

AVERAGE "*" 104,943

AVERAGE ALL 104,943

DEANS:
ENGINEERING

RANK	SALARY
1	131,481 *
2	126,856 *
3	105,850 *
4	104,364 *

AVERAGE "*" 117,138

AVERAGE ALL 117,138

DEANS:
HOME ECONOMICS

RANK	SALARY
1	109,888 *
2	106,633 *
3	95,616 *
4	92,135 *

AVERAGE "*" 101,068

AVERAGE ALL 101,068

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	100,628 *
2	96,831 *
3	82,320 *

AVERAGE "*" 93,260

AVERAGE ALL 93,260

DEANS:
LAW

RANK	SALARY
1	138,043 *
2	130,000 *
3	98,845 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 122,296

AVERAGE ALL 122,296

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	130,000 *
2	120,000 *
3	103,500 *

AVERAGE "*" 117,833

AVERAGE ALL 117,833

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG EIGHTY-FIVE UNIVERSITIES IN FORTY-FIVE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. The ten participating universities from these combined regions are as follows:

- *GRADUATE SCHOOL AND UNIVERSITY CENTER CITY OF NY
- *STATE UNIVERSITY OF NEW YORK AT BINGHAMTON
- *STATE UNIVERSITY OF NEW YORK AT BUFFALO
- *STATE UNIVERSITY OF NEW YORK AT STONY BROOK
- *UNIVERSITY OF CONNECTICUT
- *UNIVERSITY OF MAINE
- *UNIVERSITY OF MASSACHUSETTS - AMHERST
- *UNIVERSITY OF NEW HAMPSHIRE
- *UNIVERSITY OF RHODE ISLAND
- *UNIVERSITY OF VERMONT

* Member of National Association of State and Land-Grant Colleges.

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

Page 75

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	155,059 *
2	150,000 *
3	139,126 *
4	139,125 *
5	136,220 *
6	131,870 *
7	125,000 *
8	123,165 *
9	121,212 *
10	119,500 *

AVERAGE "X" 134,028

AVERAGE ALL 134,028

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT

RANK	SALARY
1	116,722 *
2	99,712 *
3	98,975 *

AVERAGE "X" 105,136

AVERAGE ALL 105,136

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	147,030 *
2	98,779 *
3	76,000 *
4	60,667 *
5	51,640 *
6	44,437 *

AVERAGE "X" 79,759

AVERAGE ALL 79,759

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	110,000 *
2	109,658 *
3	100,529 *
4	90,582 *
5	87,940 *
6	85,000 *
7	80,966 *
8	77,691 *
9	67,673 *

AVERAGE "X" 90,004

AVERAGE ALL 90,004

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	75,523 *
2	75,600 *
3	72,800 *
4	66,000 *
5	61,767 *
6	58,860 *
7	55,000 *
8	50,100 *
9	44,240 *

AVERAGE "X" 62,321

AVERAGE ALL 62,321

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	72,170 *
2	69,323 *
3	67,830 *
4	67,053 *
5	66,500 *
6	54,723 *
7	53,202 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 64,400

AVERAGE ALL 64,400

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	91,785 *
2	82,587 *
3	78,000 *
4	71,800 *

AVERAGE "X" 81,043

AVERAGE ALL 81,043

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY
1	107,000 *
2	(105,830)*
3	102,335 *

AVERAGE "X" 105,055

AVERAGE ALL 105,055

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	153,000 *
2	147,548 *
3	128,192 *
4	127,000 *
5	123,000 *
6	116,000 *
7	(105,830)*
8	104,445 *

AVERAGE "X" 125,627

AVERAGE ALL 125,627

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	116,285 *
2	103,000 *
3	93,651 *
4	87,924 *
5	86,341 *
6	85,771 *
7	85,300 *
8	74,476 *

AVERAGE "X" 91,594

AVERAGE ALL 91,594

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	139,000 *
2	136,564 *
3	109,479 *
4	107,100 *
5	105,900 *
6	99,894 *
7	90,443 *
8	84,547 *

AVERAGE "X" 109,116

AVERAGE ALL 109,116

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	103,000 *
2	91,650 *
3	90,290 *
4	80,135 *
5	77,677 *
6	75,411 *
7	64,500 *

AVERAGE "X" 83,238

AVERAGE ALL 83,238

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	81,697 *
2	78,000 *
3	70,770 *
4	68,600 *
5	54,632 *
6	51,640 *
7	50,213 *
8	50,095 *
9	37,662 *

AVERAGE "X" 60,368

AVERAGE ALL 60,368

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	64,620 *
2	58,917 *
3	47,200 *

AVERAGE "X" 56,912

AVERAGE ALL 56,912

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	95,332 *
2	82,000 *
3	63,605 *
4	61,346 *
5	56,091 *
6	53,040 *
7	50,279 *
8	47,700 *
9	42,226 *

AVERAGE "X" 61,297

AVERAGE ALL 61,297

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	81,923 *
2	69,300 *
3	64,000 *
4	58,254 *
5	55,120 *
6	46,767 *

AVERAGE "X" 62,561

AVERAGE ALL 62,561

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	92,190 *
2	77,130 *
3	76,300 *
4	68,830 *
5	68,350 *
6	68,306 *
7	61,880 *
8	60,630 *

AVERAGE "X" 71,702

AVERAGE ALL 71,702

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	68,600 *
2	65,177 *
3	58,036 *
4	52,516 *
5	48,292 *

AVERAGE "X" 58,524

AVERAGE ALL 58,524

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

Page 77

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	83,740 *
2	82,951 *
3	78,527 *
4	73,550 *
5	73,157 *
6	72,000 *
7	70,814 *
8	67,640 *
9	57,342 *
AVERAGE "X"	73,302
AVERAGE ALL	73,302

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	114,000 *
2	111,300 *
3	111,148 *
4	106,000 *
5	98,036 *
6	95,718 *
7	94,595 *
8	93,780 *
9	90,840 *
AVERAGE "X"	101,713
AVERAGE ALL	101,713

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	88,080 *
2	76,993 *
3	73,500 *
4	70,701 *
5	69,540 *
6	67,355 *
7	64,625 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 72,971

AVERAGE ALL 72,971

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	98,853 *
2	77,634 *
3	65,595 *
4	49,464 *
5	37,036 *
6	25,841 *

AVERAGE "X" 59,071

AVERAGE ALL 59,071

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	82,891 *
2	79,560 *
3	73,300 *
4	71,993 *
5	68,431 *
6	67,500 *
7	66,806 *
8	61,200 *
9	49,870 *

AVERAGE "X" 69,061

AVERAGE ALL 69,061

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	75,525 *
2	71,575 *
3	70,474 *
4	62,550 *
5	62,372 *

RANK	SALARY
6	62,198 *
7	61,767 *
8	50,205 *

AVERAGE "X" 64,583

AVERAGE ALL 64,583

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	63,952 *
2	62,380 *
3	60,023 *
4	60,000 *
5	57,687 *
6	56,027 *
7	54,954 *
8	54,809 *
9	50,348 *
10	49,419 *

AVERAGE "X" 56,960

AVERAGE ALL 56,960

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	99,130 *
2	68,213 *
3	64,471 *
4	62,388 *
5	61,060 *
6	59,915 *
7	57,783 *
8	51,254 *
9	50,000 *
10	48,760 *

AVERAGE "X" 62,297

AVERAGE ALL 62,297

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGIONSTUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	106,996 *
2	84,154 *
3	82,484 *
4	81,105 *
5	64,768 *
6	52,526 *
7	43,208 *

AVERAGE "X" 73,606

AVERAGE ALL 73,606

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	73,276 *
2	66,240 *
3	61,267 *
4	56,780 *
5	56,150 *
6	53,172 *
7	50,704 *
8	50,102 *
9	46,399 *

AVERAGE "X" 57,121

AVERAGE ALL 57,121

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	94,500 *
2	84,525 *
3	(80,110)*
4	69,323 *
5	66,398 *
6	63,714 *
7	45,000 *

AVERAGE "X" 71,939

AVERAGE ALL 71,939

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	91,319 *
2	85,787 *
3	82,169 *
4	81,150 *
5	73,500 *
6	72,563 *
7	66,439 *
8	65,800 *
9	65,076 *

AVERAGE "X" 75,978

AVERAGE ALL 75,978

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	82,500 *
2	79,719 *
3	76,993 *
4	74,496 *
5	74,000 *
6	59,913 *
7	58,414 *
8	55,500 *
9	53,230 *
10	45,916 *

AVERAGE "X" 66,068

AVERAGE ALL 66,068

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
1	136,000 *
2	125,000 *
3	103,420 *
4	92,000 *

AVERAGE "X" 114,105

AVERAGE ALL 114,105

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	104,000 *
2	99,170 *
3	90,443 *

AVERAGE "X" 97,871

AVERAGE ALL 97,871

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	87,224 *
2	84,328 *
3	72,004 *
4	68,588 *
5	66,850 *
6	66,370 *
7	50,500 *
8	45,653 *

AVERAGE "X" 67,690

AVERAGE ALL 67,690

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	83,091 *
2	68,250 *
3	64,500 *
4	47,954 *

AVERAGE "X" 65,949

AVERAGE ALL 65,949

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	84,150 *
2	82,400 *

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

Page 79

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK
4 83,347 *

DEANS:
BUSINESS MANAGEMENT

RANK SALARY
(CONTINUED)
3 76,599 *
4 69,323 *
5 67,117 *

AVERAGE "X" 101,039

AVERAGE ALL 101,039

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK SALARY
1 136,690 *
2 123,678 *
3 119,699 *
4 118,000 *
5 110,055 *
6 104,880 *
7 100,805 *
8 93,448 *
9 81,413 *

AVERAGE "X" 75,918

AVERAGE ALL 75,918

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK SALARY
1 102,245 *
2 76,899 *
3 70,900 *
4 69,323 *
5 66,664 *
6 62,559 *
7 62,322 *

AVERAGE "X" 109,852

AVERAGE ALL 109,852

DEANS:
CONTINUING EDUCATION

RANK SALARY
1 83,068 *
2 72,800 *
3 72,143 *
4 51,124 *
5 50,000 *
6 48,944 *

AVERAGE "X" 72,987

AVERAGE ALL 72,987

DEANS:
AGRICULTURE

RANK SALARY
1 101,970 *
2 92,132 *
3 88,847 *
4 87,450 *
5 82,900 *
6 82,017 *
7 79,800 *
8 73,914 *

AVERAGE "X" 63,013

AVERAGE ALL 63,013

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK SALARY
1 110,000 *
2 (102,000)*
3 97,990 *

AVERAGE "X" 103,330

AVERAGE ALL 103,330

DEANS:
ARTS AND SCIENCES

AVERAGE "X" 86,129

AVERAGE ALL 86,129

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK SALARY
1 97,545 *
2 92,150 *
3 84,763 *
4 80,000 *

AVERAGE "X" 88,615

AVERAGE ALL 88,615

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK SALARY
1 125,208 *
2 108,300 *
3 99,170 *
4 95,743 *

AVERAGE "X" 107,105

AVERAGE ALL 107,105

RANK SALARY
1 106,299 *
2 (102,000)*
3 93,912 *

AVERAGE "X" 100,737

AVERAGE ALL 100,737

RANK SALARY
1 120,000 *
2 102,810 *
3 98,000 *

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGIONDEANS:
EDUCATION

RANK	SALARY
1	122,997 *
2	112,000 *
3	94,822 *
4	93,491 *
5	87,000 *
6	83,931 *

AVERAGE "X" 99,040

AVERAGE ALL 99,040

DEANS:
ENGINEERING

RANK	SALARY
1	149,864 *
2	134,000 *
3	133,108 *
4	130,000 *
5	127,100 *
6	110,328 *
7	105,600 *
8	92,800 *
9	92,317 *

AVERAGE "X" 119,457

AVERAGE ALL 119,457

DEANS:
GRADUATE

RANK	SALARY
1	124,630 *
2	94,121 *
3	91,750 *
4	81,092 *
5	78,717 *
6	66,144 *

AVERAGE "X" 89,409

AVERAGE ALL 89,409

DEANS:
SCIENCE

RANK	SALARY
1	124,000 *
2	(123,256) *
3	87,198 *

AVERAGE "X" 111,485

AVERAGE ALL 111,485

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	123,000 *
2	111,417 *
3	71,964 *

AVERAGE "X" 102,127

AVERAGE ALL 102,127

DEANS:
SOCIAL WORK

RANK	SALARY
1	107,000 *
2	98,280 *
3	17,915 *

AVERAGE "X" 74,398

AVERAGE ALL 74,398

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	170,000 *
2	153,030 *
3	118,308 *

AVERAGE "X" 147,113

AVERAGE ALL 147,113

MEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	120,000 *
2	110,500 *
3	89,390 *
4	87,880 *
5	67,636 *

AVERAGE "X" 95,081

AVERAGE ALL 95,081

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	280,890 *
2	193,000 *
3	128,000 *

AVERAGE "X" 200,630

AVERAGE ALL 200,630

MEDICAL DEANS:
NURSING

RANK	SALARY
1	113,360 *
2	110,000 *
3	93,000 *
4	92,088 *
5	91,665 *
6	87,262 *
7	76,585 *

AVERAGE "X" 94,851

AVERAGE ALL 94,851

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	124,500 *
2	117,000 *

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

Page 81

MEDICAL DEANS:
PHARMACY

RANK (CONTINUED)	SALARY
3	99,056 *
AVERAGE "*"	113,519
AVERAGE ALL	113,519

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG EIGHTY-FIVE UNIVERSITIES IN FORTY-FIVE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The eight participating universities from this region are as follows:

COLLEGE OF WILLIAM AND MARY
*TEMPLE UNIVERSITY
*UNIVERSITY OF DELAWARE
*UNIVERSITY OF MARYLAND AT COLLEGE PARK
*UNIVERSITY OF VIRGINIA
VIRGINIA COMMONWEALTH UNIVERSITY
*VIRGINIA POLYTECHNIC INSTITUTE AND STATE
UNIVERSITY
*WEST VIRGINIA UNIVERSITY

* Member of National Association of State and Universities Land-Grant Colleges.

TABLE II (CONTINUED)
PHILADELPHIA REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	263,000 *
2	191,500 *
3	150,632
4	150,632 *
5	150,632 *
6	144,638
7	143,377 *
8	106,440 *

AVERAGE "X" 167,597

AVERAGE ALL 162,606

ADMINISTRATIVE OFFICERS:
EXECUTIVE VICE
PRESIDENT

RANK	SALARY
1	160,000 *
2	150,000 *
3	139,886 *

AVERAGE "X" 149,962

AVERAGE ALL 149,962

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT

RANK	SALARY
1	158,000 *
2	124,785 *
3	75,300 *

AVERAGE "X" 119,362

AVERAGE ALL 119,362

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	99,200 *
2	87,593 *
3	71,900 *

RANK	SALARY
4	66,300
5	50,112 *
6	49,000

AVERAGE "X" 77,201

AVERAGE ALL 70,684

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
HEALTH

RANK	SALARY
1	390,000 *
2	267,782 *
3	185,000

AVERAGE "X" 328,891

AVERAGE ALL 280,927

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
INFORMATION MANAGEMENT

RANK	SALARY
1	144,500 *
2	125,000 *
3	116,500 *
4	100,000 *
5	79,284 *

AVERAGE "X" 113,057

AVERAGE ALL 113,057

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	96,100
2	93,875 *
3	80,000 *
4	79,955 *
5	67,070
6	65,136 *

AVERAGE "X" 79,742

AVERAGE ALL 80,356

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	79,850 *
2	79,000 *
3	67,500 *
4	66,000
5	65,500 *
6	59,700 *
7	59,000 *
8	55,000

AVERAGE "X" 68,425

AVERAGE ALL 66,444

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	86,147 *
2	75,000 *
3	74,100 *
4	61,610 *
5	56,000
6	55,700 *
7	53,372 *

AVERAGE "X" 67,655

AVERAGE ALL 65,990

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	165,250 *
2	97,000 *
3	88,384 *
4	81,300 *
5	79,760

AVERAGE "X" 107,984

AVERAGE ALL 102,339

TABLE II (CONTINUED)
PHILADELPHIA REGIONACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	172,000 *
2	151,000 *
3	150,000 *
4	140,437 *
5	132,500
6	115,008 *

AVERAGE "X" 145,689

AVERAGE ALL 143,491

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	105,000 *
2	104,285 *
3	102,333 *
4	90,000
5	86,000
6	83,830 *
7	62,750 *

AVERAGE "X" 91,640

AVERAGE ALL 90,600

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	178,000 *
2	123,000 *
3	111,720 *
4	104,000

AVERAGE "X" 137,573

AVERAGE ALL 129,180

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	104,955 *
2	88,650 *
3	83,400 *
4	80,000
5	79,600 *
6	66,800
7	61,721 *

AVERAGE "X" 83,665

AVERAGE ALL 80,732

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	95,000 *
2	66,500
3	62,500 *
4	48,015 *
5	36,552 *
6	33,568

AVERAGE "X" 60,517

AVERAGE ALL 57,023

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	97,228 *
2	77,257 *
3	68,340 *
4	65,615
5	58,452 *
6	54,795 *
7	49,021 *
8	40,116

AVERAGE "X" 67,516

AVERAGE ALL 63,853

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	85,133 *
2	75,000
3	74,400 *
4	71,000
5	60,000 *
6	57,286 *
7	51,180 *

AVERAGE "X" 65,600

AVERAGE ALL 67,714

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	121,133 *
2	95,000 *
3	80,000 *
4	70,000 *
5	70,000
6	55,488 *

AVERAGE "X" 84,324

AVERAGE ALL 81,937

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	65,592 *
2	62,255 *
3	53,000 *
4	51,500
5	45,851
6	45,851 *
7	38,368 *

AVERAGE "X" 53,013

AVERAGE ALL 51,774

TABLE II (CONTINUED)
PHILADELPHIA REGION

Page 85

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	93,000 *
2	82,633 *
3	80,000
4	79,188 *
5	77,200 *
6	66,800 *
7	62,100

AVERAGE "X" 79,764

AVERAGE ALL 77,274

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	112,150 *
2	106,720 *
3	102,000 *
4	100,225 *
5	91,800
6	91,000

AVERAGE "X" 105,274

AVERAGE ALL 100,649

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	100,000 *
2	81,500 *
3	73,158 *
4	66,343
5	62,700 *
6	58,700
7	49,936 *

AVERAGE "X" 73,459

AVERAGE ALL 70,334

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	95,500 *
2	65,200
3	60,000 *
4	56,900 *

AVERAGE "X" 70,800

AVERAGE ALL 69,400

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	81,764 *
2	74,170 *
3	73,000 *
4	69,780 *
5	69,500 *
6	64,260 *
7	57,000
8	44,400

AVERAGE "X" 72,079

AVERAGE ALL 66,734

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	73,000 *
2	68,054 *
3	66,000 *
4	64,200 *
5	54,900
6	52,700
7	42,228 *

AVERAGE "X" 62,696

AVERAGE ALL 60,155

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	75,605 *
2	68,337 *
3	67,800 *
4	62,200
5	58,000
6	55,536 *
7	50,280 *
8	42,000 *

AVERAGE "X" 59,926

AVERAGE ALL 59,970

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	77,500 *
2	74,225 *
3	60,600 *
4	59,508 *
5	56,835
6	55,000 *
7	54,615 *
8	51,800

AVERAGE "X" 63,575

AVERAGE ALL 61,260

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	148,000 *
2	107,124 *
3	95,300 *
4	87,629 *
5	86,100
6	54,313

AVERAGE "X" 109,513

AVERAGE ALL 96,411

TABLE II (CONTINUED)
PHILADELPHIA REGIONSTUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	72,000 *
2	65,930 *
3	65,000 *
4	56,924 *
5	54,555 *
6	53,600
7	48,348 *
8	36,459

AVERAGE "X" 60,460

AVERAGE ALL 56,602

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	85,000 *
2	75,700
3	67,500 *
4	54,795 *
5	42,588 *

AVERAGE "X" 62,471

AVERAGE ALL 65,117

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	98,910 *
2	90,000 *
3	85,768 *
4	76,100 *
5	58,260 *
6	45,851
7	38,368

AVERAGE "X" 81,808

AVERAGE ALL 70,465

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	85,722 *
2	73,400 *
3	70,626 *
4	68,500 *
5	61,000 *
6	50,124
7	45,996 *
8	42,888

AVERAGE "X" 67,541

AVERAGE ALL 62,282

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
1	135,000 *
2	118,400 *
3	103,000
4	91,000
5	85,488 *

AVERAGE "X" 112,963

AVERAGE ALL 106,578

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	93,415 *
2	79,999 *
3	72,000
4	68,500 *
5	62,565 *
6	51,000 *

AVERAGE "X" 71,096

AVERAGE ALL 71,247

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	103,089 *
2	89,000
3	68,145 *
4	67,300 *
5	60,360 *

AVERAGE "X" 74,724

AVERAGE ALL 77,579

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	72,500 *
2	54,316 *
3	53,414
4	49,572 *

AVERAGE "X" 58,796

AVERAGE ALL 57,451

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	126,700 *
2	126,518 *
3	120,000

AVERAGE "X" 126,609

AVERAGE ALL 124,406

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	104,973 *
2	78,820 *
3	66,614 *
4	55,751
5	54,756 *

TABLE II (CONTINUED)
PHILADELPHIA REGION

Page 87

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY (CONTINUED)
6	50,124 *
AVERAGE "X"	71,057
AVERAGE ALL	68,506

DEANS:
AGRICULTURE

RANK	SALARY
1	121,052 *
2	117,850 *
3	115,000 *
AVERAGE "X"	117,967
AVERAGE ALL	117,967

DEANS:
ARCHITECTURE

RANK	SALARY
1	136,100 *
2	95,000 *
3	90,000 *
AVERAGE "X"	107,033
AVERAGE ALL	107,033

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	122,500 *
2	115,847 *
3	105,000
4	104,500 *
5	103,700 *
6	98,028 *
7	97,000

RANK SALARY
(CONTINUED)

AVERAGE "X"	108,915
AVERAGE ALL	106,654

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	183,500 *
2	155,000
3	151,875 *
4	139,485 *
5	136,700
6	120,000 *
7	117,000 *

AVERAGE "X"	142,372
AVERAGE ALL	143,366

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	94,400 *
2	89,984 *
3	80,000

AVERAGE "X"	92,192
AVERAGE ALL	88,128

DEANS:
EDUCATION

RANK	SALARY
1	135,000 *
2	126,575 *
3	119,200 *
4	113,000 *
5	107,000 *
6	94,008 *
7	81,600
8	81,500

RANK SALARY
(CONTINUED)

AVERAGE "X"	115,797
AVERAGE ALL	107,235

DEANS:
ENGINEERING

RANK	SALARY
1	142,500 *
2	142,391 *
3	135,000 *
4	127,000 *
5	117,000 *
6	103,500 *

AVERAGE "X"	127,899
AVERAGE ALL	127,899

DEANS:
FINE ARTS

RANK	SALARY
1	105,000 *
2	92,500
3	80,508 *

AVERAGE "X"	92,754
AVERAGE ALL	92,669

DEANS:
GRADUATE

RANK	SALARY
1	100,000 *
2	98,643 *
3	82,624 *
4	79,700
5	71,010 *
6	69,600 *

AVERAGE "X"	84,375
AVERAGE ALL	83,596

TABLE II (CONTINUED)
PHILADELPHIA REGIONDEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	100,640 *
2	94,167 *
3	81,200 *
4	67,944 *

AVERAGE "X" 85,988

AVERAGE ALL 85,988

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	127,500 *
2	100,000 *
3	75,156 *

AVERAGE "X" 100,885

AVERAGE ALL 100,885

DEANS:
LAW

RANK	SALARY
1	208,000 *
2	190,000 *
3	145,000 *
4	110,004 *

AVERAGE "X" 169,335

AVERAGE ALL 163,251

DEANS:
SOCIAL WORK

RANK	SALARY
1	99,500
2	87,666 *
3	85,008 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 86,337

AVERAGE ALL 90,725

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	145,000 *
2	132,253
3	94,008 *

AVERAGE "X" 119,504

AVERAGE ALL 123,754

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	289,000 *
2	222,300 *
3	80,136 *

AVERAGE "X" 197,145

AVERAGE ALL 197,145

MEDICAL DEANS:
NURSING

RANK	SALARY
1	105,700 *
2	99,504 *
3	95,000
4	87,769 *

AVERAGE "X" 97,658

AVERAGE ALL 96,993

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	108,000 *
2	102,465
3	76,608 *

AVERAGE "X" 92,304

AVERAGE ALL 95,691

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG EIGHTY-FIVE UNIVERSITIES IN FORTY-FIVE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SAN FRANCISCO and SEATTLE REGIONS-

For the purpose of this survey, these regions have been combined into one. The San Francisco and Seattle Regions as defined by the Equal Employment Opportunity Commission include the states of Alaska, Idaho, Oregon, Washington, Arizona, California, Hawaii, and Nevada as well as the territories of Guam and Samoa. This survey does not include Guam and Samoa. The six participating universities from these combined regions are as follows:

- *UNIVERSITY OF ARIZONA
- *UNIVERSITY OF HAWAII AT MANOA
- *UNIVERSITY OF IDAHO
- *UNIVERSITY OF NEVADA - RENO
- *UNIVERSITY OF OREGON
- *WASHINGTON STATE UNIVERSITY

* Member of the National Association of State and Universities Land-Grant Colleges.

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	152,003 *
2	149,997 *
3	125,000 *
4	116,964 *

AVERAGE "X" 135,991

AVERAGE ALL 135,991

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	109,500 *
2	77,530 *
3	74,479 *

AVERAGE "X" 87,170

AVERAGE ALL 87,170

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	85,587 *
2	76,000 *
3	58,128 *
4	49,674 *
5	40,000 *

AVERAGE "X" 61,878

AVERAGE ALL 61,878

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	69,500 *
2	61,137 *
3	60,421 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 63,686

AVERAGE ALL 63,686

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY
1	137,000 *
2	116,417 *
3	109,017 *

AVERAGE "X" 120,811

AVERAGE ALL 120,811

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	97,000 *
2	93,120 *
3	89,344 *
4	85,805 *
5	68,382 *

AVERAGE "X" 86,730

AVERAGE ALL 86,730

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	115,950 *
2	109,017 *
3	107,000 *
4	97,535 *
5	87,299 *

AVERAGE "X" 103,360

AVERAGE ALL 103,360

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	92,602 *
2	69,985 *
3	68,173 *
4	66,334 *
5	57,731 *

AVERAGE "X" 70,965

AVERAGE ALL 70,965

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	70,001 *
2	56,000 *
3	46,224 *
4	43,263 *

AVERAGE "X" 53,872

AVERAGE ALL 53,872

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	53,160 *
2	47,625 *
3	39,228 *

AVERAGE "X" 46,671

AVERAGE ALL 46,671

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	82,975 *
2	77,145 *
3	74,479 *
4	69,585 *
5	68,220 *

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

Page 91

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
(CONTINUED)	
6	60,000 *
AVERAGE "x"	72,067
AVERAGE ALL	72,067

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	51,550 *
2	47,000 *
3	29,388 *
AVERAGE "x"	42,646
AVERAGE ALL	42,646

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	79,000 *
2	74,548 *
3	63,267 *
4	60,895 *
5	46,938 *
AVERAGE "x"	64,930
AVERAGE ALL	64,930

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	107,280 *
2	94,910 *
3	94,000 *
4	88,894 *
5	87,125 *
6	76,922 *

RANK SALARY
(CONTINUED)

AVERAGE "x"	91,522
AVERAGE ALL	91,522

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	90,288 *
2	72,100 *
3	53,724 *
4	40,000 *
AVERAGE "x"	64,028
AVERAGE ALL	64,028

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	78,924 *
2	77,070 *
3	70,863 *
4	61,617 *
5	60,000 *
6	55,080 *
AVERAGE "x"	67,259
AVERAGE ALL	67,259

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	70,200 *
2	62,849 *
3	60,000 *
4	49,939 *
5	47,076 *
AVERAGE "x"	58,013
AVERAGE ALL	58,013

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	67,020 *
2	67,015 *
3	64,350 *
4	62,000 *
5	55,603 *

AVERAGE "x" 63,198

AVERAGE ALL 63,198

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	68,220 *
2	62,046 *
3	58,897 *
4	54,106 *
5	51,828 *
6	51,010 *

AVERAGE "x" 57,685

AVERAGE ALL 57,685

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	109,412 *
2	108,350 *
3	88,994 *
4	80,394 *
5	76,609 *

AVERAGE "x" 92,752

AVERAGE ALL 92,752

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	55,900 *

UNIVERSITY OF ARKANSAS
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ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

STUDENT AFFAIRS OFFICERS:

DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
3	58,000 *
4	53,562 *
5	35,016 *

PUBLIC RELATIONS OFFICERS:

DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
(CONTINUED)	
2	54,216 *
3	53,411 *
4	49,000 *
5	46,540 *

AVERAGE "X" 52,853

AVERAGE ALL 52,853

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
1	115,932 *
2	102,583 *
3	99,708 *
4	97,535 *
5	85,483 *

AVERAGE "X" 100,248

AVERAGE ALL 100,248

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	77,000 *
2	71,861 *
3	69,000 *
4	51,600 *

AVERAGE "X" 67,365

AVERAGE ALL 67,365

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	85,000 *
2	66,503 *
3	55,479 *
4	52,275 *
5	40,280 *

AVERAGE "X" 59,907

AVERAGE ALL 59,907

UNIVERSITY OF ARKANSAS
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RANK	SALARY
1	76,229 *
2	68,682 *
3	65,304 *
4	58,610 *

AVERAGE "X" 67,206

AVERAGE ALL 67,206

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	99,050 *
2	90,615 *
3	82,163 *

AVERAGE "X" 90,609

AVERAGE ALL 90,609

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	73,925 *
2	63,136 *
3	51,612 *

AVERAGE "X" 62,891

AVERAGE ALL 62,891

DEANS:
AGRICULTURE

RANK	SALARY
1	119,470 *
2	111,398 *
3	109,526 *
4	103,704 *
5	96,006 *

* = NASULGC

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

Page 93

DEANS:
AGRICULTURE

(CONTINUED)

AVERAGE "X" 108,021

AVERAGE ALL 108,021

DEANS:
ARCHITECTURE

RANK	SALARY
1	112,800 *
2	97,500 *
3	89,255 *
4	81,620 *

AVERAGE "X" 95,294

AVERAGE ALL 95,294

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	104,259 *
2	102,828 *
3	85,817 *

AVERAGE "X" 97,635

AVERAGE ALL 97,635

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	116,075 *
2	109,043 *
3	103,848 *
4	103,000 *
5	85,002 *

AVERAGE "X" 103,394

AVERAGE ALL 103,394

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	91,778 *
2	90,108 *
3	64,368 *

AVERAGE "X" 82,085

AVERAGE ALL 82,085

DEANS:
EDUCATION

RANK	SALARY
1	115,620 *
2	106,469 *
3	102,000 *
4	99,110 *
5	84,276 *
6	77,694 *

AVERAGE "X" 97,528

AVERAGE ALL 97,528

DEANS:
ENGINEERING

RANK	SALARY
1	126,417 *
2	114,415 *
3	99,514 *
4	94,248 *

AVERAGE "X" 108,649

AVERAGE ALL 108,649

DEANS:
GRADUATE

RANK	SALARY
1	100,385 *
2	99,598 *
3	92,225 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 97,403

AVERAGE ALL 97,403

DEANS:
LAW

RANK	SALARY
1	123,676 *
2	114,900 *
3	111,300 *
4	94,148 *

AVERAGE "X" 111,006

AVERAGE ALL 111,006

DEANS:
SCIENCE

RANK	SALARY
1	106,469 *
2	105,794 *
3	92,940 *

AVERAGE "X" 101,734

AVERAGE ALL 101,734

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	104,592 *
2	103,443 *
3	102,000 *

AVERAGE "X" 103,345

AVERAGE ALL 103,345

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGIONMEDICAL DEANS:
MEDICINE

RANK	SALARY
1	217,882 *
2	163,836 *
3	150,468 *

AVERAGE "X" 177,395

AVERAGE ALL 177,395

MEDICAL DEANS:
NURSING

RANK	SALARY
1	110,208 *
2	94,000 *
3	92,188 *

AVERAGE "X" 98,799

AVERAGE ALL 98,799

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG THIRTY-FIVE UNIVERSITY SYSTEMS
IN TWENTY-EIGHT STATES

This table summarizes the data for thirty-five university systems in twenty-eight states. For making these data available, the University of Arkansas is grateful to the following university systems:

CALIFORNIA STATE UNIVERSITY SYSTEM
COLORADO STATE UNIVERSITY SYSTEM
INDIANA UNIVERSITY - SYSTEM
LOUISIANA STATE UNIVERSITY SYSTEM
MINNESOTA STATE UNIVERSITY SYSTEM
MONTANA UNIVERSITY SYSTEM
NORTH DAKOTA UNIVERSITY SYSTEM
OREGON STATE SYSTEM OF HIGHER EDUCATION
STATE UNIVERSITY OF NEW YORK - SYSTEM
STATE UNIVERSITY SYSTEM OF FLORIDA
SOUTH DAKOTA STATE BOARD OF REGENTS
SOUTHERN ILLINOIS UNIVERSITY - SYSTEM
TENNESSEE BOARD OF REGENTS SYSTEM
TEXAS A & M UNIVERSITY SYSTEM
THE CITY UNIVERSITY OF NEW YORK - SYSTEM
THE UNIVERSITY OF ALABAMA SYSTEM
THE UNIVERSITY OF NORTH CAROLINA - SYSTEM
UNIVERSITY OF ARKANSAS SYSTEM
UNIVERSITY OF ALASKA - STATEWIDE PROG & SERVICES
UNIVERSITY OF CALIFORNIA
UNIVERSITY OF COLORADO - SYSTEM OFFICE
UNIVERSITY OF HAWAII SYSTEM
UNIVERSITY OF HOUSTON SYSTEM ADMINISTRATION
UNIVERSITY OF ILLINOIS CENTRAL ADMINISTRATION
UNIVERSITY OF MAINE SYSTEM
UNIVERSITY OF MARYLAND SYSTEM ADMINISTRATION
UNIVERSITY OF MASSACHUSETTS SYSTEM
UNIVERSITY OF MISSOURI
UNIVERSITY OF NEBRASKA CENTRAL ADMINISTRATION
UNIVERSITY OF TENNESSEE SYSTEM
UNIVERSITY OF TEXAS SYSTEM
UNIVERSITY OF WISCONSIN SYSTEM ADMINISTRATION
UNIVERSITY SYSTEM OF NEW HAMPSHIRE
UNIVERSITY SYSTEM OF NEVADA
UTAH SYSTEM OF HIGHER EDUCATION

TABLE III (CONTINUED)
UNIVERSITY SYSTEMSCHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

RANK	SALARY
1	243,500
2	238,703
3	205,504
4	189,000
5	186,758
6	184,000
7	175,000
8	175,000
9	175,000
10	174,900
11	169,600
12	165,000
13	164,126
14	163,800
15	162,411
16	158,340
17	150,000
18	145,370
19	143,434
20	142,000
21	141,763
22	141,298
23	137,979
24	133,668
25	132,000
26	130,000
27	129,840
28	128,750
29	126,360
30	126,200
31	119,860
32	112,838
33	104,210
34	103,600
35	87,500

AVERAGE 153,352

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
CHANCELLOR

RANK	SALARY
1	205,816
2	190,000
3	150,000
4	143,470

RANK	SALARY
5	133,825
6	132,636
7	132,000
8	130,655
9	128,304
10	125,580
11	125,000
12	120,000
13	120,000
14	119,000
15	115,000
16	114,200
17	111,379
18	110,748
19	105,765
20	103,740
21	100,000
22	100,000
23	97,176
24	92,000
25	91,272
26	89,630
27	87,975
28	87,500
29	85,750
30	85,000
31	64,300

AVERAGE 116,056

ACADEMIC OFFICERS:
ASSOCIATE VICE PRES/
CHANCELLOR

RANK	SALARY
1	134,600
2	121,000
3	107,000
4	106,000
5	104,064
6	97,760
7	91,200
8	90,850
9	80,912
10	78,612
11	78,023
12	76,787
13	73,645
14	70,317

RANK SALARY
(CONTINUED)

AVERAGE 93,626

ACADEMIC OFFICERS:
ASSISTANT VICE PRES/
CHANCELLOR

RANK	SALARY
1	112,367
2	99,000
3	92,560
4	73,730
5	73,645
6	73,000
7	71,532
8	70,555
9	69,500
10	65,390
11	56,614
12	42,950

AVERAGE 75,070

ACADEMIC OFFICERS:
DIRECTOR

RANK	SALARY
1	117,000
2	90,000
3	80,460
4	79,656
5	60,000
6	50,224

AVERAGE 79,557

OPERATIONS OFFICERS:
EXECUTIVE VICE PRES/
CHANCELLOR

RANK	SALARY
1	205,816
2	187,500
3	140,000
4	138,504
5	136,500
6	132,000
7	127,333
8	125,580

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TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

Page 97

OPERATIONS OFFICERS:
EXECUTIVE VICE PRES/
CHANCELLOR

RANK	SALARY
(CONTINUED)	
9	115,653
10	66,225
AVERAGE	137,511

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT/CHANCELLOR

RANK	SALARY
1	126,900
2	124,000
3	120,000
4	117,031
5	115,000
6	114,432
7	96,100
8	92,555
9	88,340
AVERAGE	110,484

OPERATIONS OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	137,700
2	123,075
3	90,793
4	81,549
5	80,964
6	75,787
AVERAGE	98,311

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/
ASST TO THE PRES

RANK	SALARY
1	106,091
2	101,200
3	99,199
4	91,000
5	89,500

RANK	SALARY
6	85,345
7	82,575
8	79,275
9	78,936
10	67,600
11	66,225
12	66,000
13	60,936
14	56,040
15	42,440
16	36,200
AVERAGE	75,535

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	183,900
2	175,049
3	130,000
4	128,500
5	118,170
6	115,000
7	113,750
8	113,301
9	111,130
10	110,300
11	105,095
12	105,000
13	103,740
14	101,000
15	97,000
16	96,250
17	93,700
18	93,391
19	90,000
20	86,650
21	80,000
22	75,787
23	75,650
24	74,450
25	69,528
26	66,225
27	65,150
28	64,900
29	63,970
30	50,000

RANK	SALARY (CONTINUED)
AVERAGE	98,553

OPERATIONS OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RES

RANK	SALARY
1	98,605
2	82,820
3	80,256
4	79,832
5	78,023
6	78,000
7	72,370
8	69,400
9	65,813
10	64,428
11	64,150
12	59,616
13	59,400
14	50,805
15	47,900
16	47,610
17	46,704
18	41,600
19	32,700

AVERAGE	64,212
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OPERATIONS OFFICERS:
SECRETARY TO THE
BOARD

RANK	SALARY
1	137,918
2	105,095
3	102,700
4	101,750
5	101,200
6	99,576
7	88,083
8	80,090
9	78,685
10	74,880
11	70,000
12	67,415
13	65,629
14	60,780
15	52,500

UNIVERSITY OF ARKANSAS
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TABLE III (CONTINUED)
UNIVERSITY SYSTEMSOPERATIONS OFFICERS:
SECRETARY TO THE
BOARD

RANK	SALARY
(CONTINUED)	
16	52,020
17	46,814
18	45,885
19	44,004
20	42,918
21	42,440
22	40,561
23	35,099
24	25,699
AVERAGE	69,239

FINANCE AND BUSINESS
OFFICERS: VICE PRES/
CHANCELLOR

RANK	SALARY
1	205,816
2	187,500
3	150,000
4	142,930
5	136,350
6	129,135
7	128,500
8	127,333
9	125,000
10	117,000
11	116,430
12	116,000
13	115,653
14	114,432
15	112,600
16	110,280
17	109,500
18	106,968
19	104,110
20	103,740
21	102,900
22	102,787
23	101,200
24	97,660
25	97,176
26	89,268
27	85,280
28	84,000
29	83,284

RANK	SALARY
30	54,850
AVERAGE	115,256

FINANCE AND BUSINESS
OFFICERS: ASSOC VICE
PRES/CHANCELLOR

RANK	SALARY
1	130,500
2	109,080
3	104,031
4	103,093
5	94,000
6	92,078
7	89,070
8	86,652
9	85,670
10	85,025
11	81,603
12	80,964
13	80,000
14	72,714

AVERAGE 92,463

FINANCE AND BUSINESS
OFFICERS: ASST VICE
PRES/CHANCELLOR

RANK	SALARY
1	105,000
2	101,200
3	99,300
4	87,870
5	84,750
6	82,178
7	82,038
8	78,500
9	76,398
10	69,115
11	68,089
12	53,364
13	38,825
14	33,000

AVERAGE 75,688

FINANCE AND BUSINESS
OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	100,000
2	97,984
3	95,316
4	91,200
5	83,650
6	82,908
7	80,988
8	80,600
9	80,400
10	72,000
11	66,374
12	66,000
13	66,000
14	57,484
15	57,206
16	55,791
17	54,500
18	53,900
19	53,364
20	51,921
21	50,000
22	40,978

AVERAGE 69,935

FINANCE AND BUSINESS
OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	93,084
2	91,000
3	79,620
4	71,165
5	53,364
6	47,250
7	42,000

AVERAGE 68,212

FINANCE AND BUSINESS
OFFICERS:
CONTROLLER

RANK	SALARY
1	115,700
2	111,395

TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

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FINANCE AND BUSINESS
OFFICERS:
CONTROLLER

RANK SALARY
(CONTINUED)

3	100,027
4	96,000
5	90,039
6	85,037
7	80,424
8	79,312
9	78,500
10	77,000
11	75,432
12	72,732
13	72,480
14	72,100
15	63,187
16	62,445
17	59,089
18	53,364

AVERAGE 80,237

FINANCE AND BUSINESS
OFFICERS:
AUDITOR

RANK	SALARY
1	97,700
2	96,138
3	92,017
4	89,664
5	88,820
6	87,400
7	86,450
8	75,764
9	75,338
10	74,021
11	72,807
12	71,400
13	69,250
14	66,070
15	65,854
16	64,750
17	64,500
18	64,416
19	63,588
20	60,167
21	59,470
22	58,000

RANK	SALARY
23	52,500
24	52,500
25	50,128
26	49,591
27	44,252

AVERAGE 70,695

FINANCE AND BUSINESS
OFFICERS:
TREASURER

RANK	SALARY
1	219,600
2	100,000
3	99,500
4	92,000
5	85,070
6	79,786
7	72,142
8	68,972
9	65,860
10	65,124

AVERAGE 94,805

FINANCE AND BUSINESS
OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	120,504
2	103,020
3	99,000
4	98,500
5	95,000
6	94,392
7	92,244
8	88,056
9	87,500
10	86,150
11	83,208
12	80,000
13	77,193
14	70,176
15	68,230
16	65,789
17	60,553
18	53,364
19	46,476
20	45,000

RANK	SALARY
21	44,000
22	36,120

AVERAGE 77,022

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
VICE PRES/CHANCELLOR

RANK	SALARY
1	116,800
2	107,952
3	106,091
4	105,588
5	103,740
6	99,912
7	99,708
8	94,876
9	89,658
10	82,500
11	82,333
12	75,938
13	45,000

AVERAGE 93,084

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	96,960
2	85,500
3	73,215
4	72,100
5	71,350
6	69,323
7	64,000
8	63,654
9	61,433
10	61,300
11	61,000
12	59,220
13	55,785
14	55,688
15	51,519
16	50,000

AVERAGE 65,753

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TABLE III (CONTINUED)
UNIVERSITY SYSTEMSPUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
VICE PRES/CHANCELLOR

RANK	SALARY
1	155,183
2	148,527
3	109,270
4	107,810
5	107,100
6	99,708
7	98,050
8	93,391
9	91,000
10	90,000
11	89,000
12	87,100
13	85,466
14	66,050
15	45,000
AVERAGE	98,177

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	114,000
2	103,000
3	87,456
4	83,000
5	80,000
6	78,640
7	77,376
8	69,323
9	63,504
10	61,285
11	53,026
AVERAGE	79,146

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
VICE PRES/CHANCELLOR

RANK	SALARY
1	147,084
2	126,888
3	125,211
4	125,000
5	120,504

RANK	SALARY
6	114,000
7	98,921

AVERAGE 122,515

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	79,900
2	69,323
3	68,455
4	65,740
5	62,279

AVERAGE 69,139

FACILITIES OFFICERS:
VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	127,500
2	110,760
3	103,740
4	101,200
5	99,726
6	80,260
7	77,871

AVERAGE 100,151

FACILITIES OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	104,250
2	97,984
3	92,866
4	91,132
5	77,986
6	77,250
7	72,230
8	71,916
9	70,800

AVERAGE 84,046

FACILITIES OFFICERS:
ASST VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	117,200
2	110,004
3	90,725
4	80,750
5	76,950
6	71,607

AVERAGE 91,206

FACILITIES OFFICERS:
DIRECTOR

RANK	SALARY
1	96,500
2	95,482
3	82,908
4	77,714
5	76,950
6	70,678
7	70,663
8	70,180
9	69,289
10	55,936

AVERAGE 76,630